

**Memo**

**To:** All CLC Staff

**From:** Cindy MacKay-Musso, Interim Executive Director

**Date:** April 26, 2020

**RE:** Communication Update for Staff #11

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Dear CLC Staff,

This is the good news update! The answer is YES, the wage enhancement for front line workers announced yesterday does include the Disability Sector! For those of you who missed yesterday's announcement from Premier Ford, a temporary \$4.00 per hour COVID premium will be paid for hours worked by frontline staff for the next 16-week period. As well, a monthly bonus of \$250.00 will be paid to those who work 100 hours, or more, per month for the next 4 months. These increases were effective April 24<sup>th</sup>. We have no specific details from our Ministry contact yet, but they have been promised for this week and we will pass them along as we get them.

Other really good news to share:

- No staff or client has tested positive for COVID to date!
- We have received a large shipment of surgical masks and will be rolling these out this week to replace the fabric masks! We'll be issuing protocols for use prior to delivery.
- Preventative testing has started in our sector for both staff and participants! We are working with local Public Health to determine how/when this will happen for our agency. We will update everyone soon.
- Finally, we have established temporary schedules to eliminate staff moving between homes. Many of you have asked for this and it is a "best practice" that will help reduce risk.

With respect to the changes in schedules, I do want to say that we understand the changes are not ideal and have caused you all to make a number of sacrifices. Rest assured; this is simply a part of the **temporary** reality we find ourselves in at the moment. The COVID environment is one where we must be steadfast or it will win. Your willingness to make those sacrifices is a testament to your commitment to the participants, and to your professionalism. We remain dedicated to working with those for whom the new schedules are causing unacceptable disruption, but please be aware that our options are extremely limited as we work to reduce travelling relief staff to emergency situations only.

On a final note, our maintenance crew is extremely limited right now. Winston is a one-man show working awfully hard to source PPE and attempting to address urgent maintenance issues. The reality is he cannot do this alone, and so he may need to use external contractors from time to time to ensure the urgent repairs get done. Please note that any contractor coming into the home to fix



an urgent matter, will follow all our protocols and wear appropriate PPE. If there are concerns regarding the work being done or the precautions taken by the contractor, please communicate them respectfully to your manager and/or Winston.

As I close, I also want to share with you that we currently have 192 working employees. During these last several weeks, we have remained COVID free. Give pause and think about how much personal responsibility we have all taken, how many personal choices we've made every day to stay the course when it caused us hardship, and what a spectacular accomplishment it will be for us to clear this challenge with us all healthy.

Stay safe and be well,

Cindy