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1. Do I need to apply to get pandemic pay?

No. Your employer will automatically pay eligible employees as per Ministry instructions. It is up to employers to identify eligible staff and work with Ministry staff and other administrations for the program to function.

2. How will this be paid?

You will be paid directly and automatically by your home employer in most cases.

The lump sum will be paid in a 70% installment with the remaining 30% paid upon review of reports and employer attestations.

3. Can the employer take a cut of the pandemic pay or lump sums?

No. Your employer cannot take any of the funds for administration/provision of the pandemic pay except for statutory and usual deductions.

4. Is pandemic pay taxable and will deductions be taken?

Yes. Pandemic pay is considered taxable income and statutory deductions will be taken. The employer cannot take any funds for administration/provision of the pandemic pay.

The temporary hourly pandemic pay and lump sum payments:

- Are non-pensionable earnings, meaning income earned from pandemic pay will not be contributed to your pension plan.
- They are not part of an employee's base salary.
- They will have no impact on benefits paid by employers.

5. Will union dues be deducted from pandemic pay?

No. SEIU Healthcare has agreed to not require union dues on pandemic pay premiums.

Review your pay cheque to ensure that you are not being deducted union dues on pandemic pay.

6. How much am I entitled to?

- Eligible employees will get \$4.00/hr premium on top of your regular wages.
- As well as a monthly lump sum of \$250.00 for up to four months if you work over 100-hours within a one-month period (maximum entitlement of \$1000.00 over the 16 weeks).
- The \$4.00 hourly top-up and lump sum payment eligibility only apply to the hours you actually work and travel time. It does not apply to the time you were not in the workplace for any reason, including:
 - » Vacation
 - » Any authorized paid leave, including sick leave
 - » Time and benefits awarded under the Workplace Safety and Insurance Act, 1997

7. What if I work at multiple workplaces?

You qualify for the 100-hour \$250.00 premium for all the hours worked in eligible jobs and workplaces over the period. The hours worked do not need to be at one workplace, but the lump sum must be claimed through and paid by your primary employer only.

- The employee will provide an attestation to the home employer of the other hours worked.

- The primary employer will collect the attestation to support the payment of the lump sum and keep records of the attestation.
- You cannot attest to multiple employers for the lump sum, only your primary employer.

8. How long does this program run for and what are the one month pay periods for the lump sums?

- This program runs for 16 weeks retroactive from April 24, 2020 until August 13, 2020
- The 100-hour qualification for lump sum payment eligibility must occur within ONE of the following pay periods:
 - » April 24, 2020 to May 21, 2020
 - » May 22, 2020 to June 18, 2020
 - » June 19, 2020 to July 16, 2020
 - » July 17, 2020 to August 13, 2020
- To qualify for the \$250.00 lump sum, you must have logged at least 100-hours within one of these periods to be eligible. You can qualify for all four pay periods if you meet the 100-hours for each pay period (maximum \$1000.00 in lump sum payments).

9. What workers are covered by the pandemic pay?

1) Your workplace must be eligible:

- All hospitals in the province providing publicly funded services, including small rural hospitals, post-acute hospitals, children's hospitals, and psychiatric hospitals
- Long-term care homes (including private, municipal, and not-for-profit homes)
- Licensed Retirement Homes
- Home and community care settings (including community-based mental health and addictions)
- Mental Health and Addictions (congregate)
- Public Health
- EMS sector
- Social Services (including homes supporting people with developmental disabilities, Intervenor residential sites, Indigenous healing and wellness facilities and shelters, shelters for survivors of gender-based violence and human trafficking, youth justice residential facilities, licensed children's residential sites, directly operated residential facility - child and parent resource institute, emergency shelters, supportive housing facilities, respite and drop-in centres, temporary shelter facilities such as re-purposed community centres or arenas, hotels and motels used for self-isolation and/or shelter overflow)

2) Your job must be eligible:

- Personal support workers including home support workers, home help workers, community support workers, residential support workers, homemakers
- Registered nurses
- Registered practical nurses
- Nurse practitioners
- Attendant care workers

- Auxiliary staff, including:
 - » porters
 - » cooks, food service, food preparation
 - » custodians, cleaning/maintenance and environmental services staff, sterilization, and reprocessing staff
 - » housekeeping
 - » laundry
 - » security, screeners
 - » stores/supply workers, receivers, department attendants
 - » hospital ward and unit clerks
 - » client-facing reception/administrative workers, schedulers, administrative staff working in the home and community care or community-based mental health and addictions
 - » community drivers
 - » community recreational staff/activity coordinators
 - » Developmental services workers
- Mental health and addictions workers: counsellors/therapists, caseworkers and case managers, intake/admissions, peer workers, residential support staff, Indigenous/cultural service workers
- Respiratory therapists in hospitals and in the home and community care sector
- Paramedics
- Public health and infection prevention and control nurses

Note: For home and community care eligibility is a bit broader, check with your employer:

- Both certified and non-certified PSWs who provide personal support services are eligible. Other titles include non-certified PSWs, home support workers, home help workers, community support workers, residential support workers, Homemakers under the Homemakers and Nurses Services Act
- Other congregate care workers instrumental in the operation of the program or providing care/service in-person, including security; screeners, schedulers, administrative staff, recreational staff/ activity coordinators/ other coordinators
- Other similar positions that are low-wage and provide front-line care, interact with residents or are instrumental to the operation of the congregate program

10. What if I am redeployed from my usual workplace?

- 1) Staff redeployed from one eligible workplace to another (e.g. home care worker redeployed to a hospital)
 - » Will be paid by the home employer
- 2) Staff member redeployed from an ineligible employer to an eligible employer (e.g. private sector to a hospital)
 - » Will be paid by the home employer
- 3) Staff member redeployed from school board/university/other BPS sector to an eligible employer:
 - » Will be paid by the home employer
- 4) Contracted agency staff to an eligible workplace (e.g. agency staff providing services in hospital):
 - » Will be paid by the home employer (i.e. the agency)

11. When can I expect to receive these funds?

In the first week of June, ministries will start sending details to employers that receive funding directly from government and service delivery managers. Payments are expected to be received between June and August 2020.

12. Will pandemic pay affect my eligibility for EI/CERB?

No. The temporary pandemic pay and lump sum payments do not impact your eligibility for Employment Insurance (EI) or the Canada Emergency Response Benefit (CERB).



CANADA'S HEALTHCARE UNION