

**Subject:** Temporary pandemic pay for front-line community living employees

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**From:** Ross Chilton, CLBC CEO

**To:** Ernie Baatz

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# CLBC Update



Dear CLBC service providers –

On May 19, 2020 the B.C. government announced a program to provide temporary pandemic pay to health and social service workers delivering front-line care to some of B.C.'s most vulnerable people. This includes workers in the community living sector. [You can read that announcement here.](#)

As you know, the government has previously provided emergency funding to support residential service providers in our sector including home sharing providers, agencies, and individualized funding (IF) agents and person-centred societies.

The purpose of this program is to recognize and support your employees who have not yet received such emergency support and who are providing direct services that keep people safe and healthy.

Community Living BC has been working with the government to confirm details of how this applies to service providers and the different kinds of workers who are providing essential supports to individuals and families. We are pleased to give you an update.

## ***What is pandemic pay?***

The temporary pandemic pay program will allow CLBC funded agencies, IF agents, person centred societies and microboards to provide eligible workers with an extra \$4 per hour via a lump-sum payment for hours worked for a 16-week period starting from March 15, 2020 to July 4, 2020.

## ***Who is eligible?***

This pay is provided for front-line support workers who have been:

- Working straight-time hours to provide CLBC-funded services and supports to individuals at any point during the 16-week period starting on March 15, 2020 to July 4, 2020, at the height of the province's response to the pandemic.
- Providing CLBC-funded services and support to individuals through a fully in-person or in a partly in-person/partly virtually model. All the front-line staff supporting these programs are eligible for the payment, including those who worked remotely to support the programs' continuation.

Service providers including agencies, IF agents, person centred societies and microboards can apply for this pandemic pay for their workers, including workers who are casual, on-call, and part-time workers (employee and contractor) paid at an hourly rate.

As well, there will be no pro-rating of the pandemic pay based on in-person or virtual support. If a program or group of employees was providing some service in person and some virtually, they will receive the whole payment for all their hours worked during the pandemic pay period as a lump sum.

### ***Who is not eligible?***

The following workers are not eligible for this program:

- Excluded management staff
- Fee for service providers (e.g. home sharing providers and other non-hourly rate contractors)
- Employees who were not working during this period because they were on a leave or because their program was suspended
- Employees who were delivering services through a fully virtual model
- Employees who are receiving pandemic pay from another government agency
- Employees who received BC Housing's Safe Staffing Strategy funding for the one month period that this was paid. (Note: They are eligible for pandemic pay for the remainder of the 16 week period ending July 4)

### ***How will agencies, IF agents, person centred societies or microboards receive this funding?***

The program is being administered by the government and being implemented across several sectors. CLBC is awaiting details of the funding process which are still being developed. We expect that service providers will be required to track hours worked by eligible employees and apply for the lump-sum payment at the end of the eligible period.

You can find more information on the program from the [government web site here](#), and on the [web site of the Community Social Services Employers' Association here](#).

CLBC is grateful for the work agencies have done to continue to deliver essential services during this pandemic. We are pleased that agencies and their workers will receive this important recognition.

Sincerely,

**Ross Chilton**

CEO, Community Living BC

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