

MEMO

To: To All Staff

From: Jean Bartkowiak, President and CEO

Date: June 2, 2020

RE: Pandemic Pay

I want to thank all of our staff who are contributing in significant ways during this pandemic. I appreciate those who have reached out to enquire about and advocate for pandemic pay; hearing from you encouraged me to write directly to Premier Ford to advocate for including all hospital staff for pandemic pay. The Ontario Hospital Association (OHA) and other hospital CEOs in the province also advocated for a more inclusive approach.

On May 28, the Ministry of Health (MOH) updated its pandemic pay website with additional details on eligible auxiliary employees. The memo from MOH advised that the government is not expanding the application of pandemic pay beyond those employees that were already deemed to be eligible. On May 30, the government posted a new emergency order which applies to all hospitals in the province clearly restricting the scope of pandemic pay only to the eligible employees as defined by government and prohibits hospitals from expanding pandemic pay to employees not identified by government. If we do not follow the government order, there will be very severe financial penalties for our hospital that ultimately will impact all staff and our patients.

The decision does not reflect my personal position, and I am sorry that my efforts and those of my peers did not persuade the change I suggested. All Hospital leaders and especially I value the unprecedented efforts and extraordinary professionalism put forth by all Hospital employees during these trying times. While we applaud the pandemic pay initiative, we echo the sentiment of the OHA and are extremely disappointed that our advocacy to government on behalf of our valued employees did not change the government's decision not to extend it to all health care workers.