

How the \$2 AHS wage top up will be dispersed

The Employer explained that their delay in dispersing those funds was because not all the hours worked by HCAs are eligible for that wage top up. Only the time spent on home care tasks which are funded by AHS are eligible, not the tasks funded by charges to residents. Also, the amount of those funded tasks which fall on each shift varies, with the greatest number falling on the evening shift, fewer falling on the day shift and a much smaller number falling on the night shift.

We were able to agree on the following formula for paying those funds to all HCAs in as equitable a manner as possible:

- HCAs on days will receive the \$2 wage top up on 75% of all hours worked
- HCAs on evenings will receive the \$2 wage top up on 80% of all hours worked
- HCAs on nights will receive the \$2 wage top up on 50% of all hours worked

The period when the wage top-up applies is from September 1, 2021 until September 30, 2022. There is a possibility that it could be extended by AHS until the end of December 31, 2022.

The first of the retroactive payments to HCAs will be issued on a separate cheque within the next three weeks. This payment will cover all hours worked between Sept. 1, 2021 and Dec. 31, 2021.

The second retroactive payment covering all hours worked between Jan. 1, 2022 and May 31, 2022 will be paid with regular pay, and ongoing payments will continue with regular pay using the above formula until the end of September unless the actual amount of funding provided by AHS requires a change to the dispersal formula.

Any remaining funds from AHS that Canterbury holds after the end of the pandemic pay top up period will be dispersed to HCAs based on their total hours worked as a proportion of the total HCA hours worked during the entire period that the pandemic pay was in effect.