



TO: Employees of AON LTC Homes Eligible for Government Temporary Pandemic Pay  
FROM: Debi Evans  
DATE: June 26, 2020  
**SUBJECT: Pandemic Pay for LTC Employees**

On April 25th the Government announced Temporary Pandemic Pay for front-line workers in Long-Term Care, this to cover a total period of 16 weeks commencing April 24th.

The details and instructions were recently received from the Ministry of Long-Term Care enabling AON to process the Government's Temporary Pandemic Pay ("GTPP") through its payroll. The pay will be processed in 4 individual tranches, or slices, each separate from regular employer bi-weekly pay, and each matching, in turn, the four 4-week periods of Pandemic Pay set out by the Government in its announcement:

- Period 1: April 24, 2020 to May 21, 2020
- Period 2: May 22, 2020 to June 18, 2020
- Period 3: June 19, 2020 to July 16, 2020
- Period 4: July 17, 2020 to August 13, 2020

**The Pandemic Pay for Period 1 has been processed and paid for direct deposit June 30th. It is detailed in the attached Pay Statement.** With reference to the itemized earnings reflected in the Pay Statement, the details are:

- GTPP-Premium \$4/hr for each hour worked in the period; \$6/hr for any of the worked hours that were classified as overtime
- GTPP-Bonus \$250 if more than 100 hours were worked in the 4-week period
- GTPP-Other Additional pay attaching to the Pandemic Pay, including vacation pay, public holiday pay, premium for statutory holiday worked and any other applicable

Please note: the Pandemic Pay is for hours worked. It does not attach to any hours of sick, vacation time, bereavement or other authorized absences.

Statutory deductions have been applied to the Pandemic Pay as required. The Government has determined that while the Pandemic Pay is pensionable earnings for purposes of CPP, it is non-pensionable for purposes of other pensions; hence, no retirement plan contribution deduction is reflected.

These Pandemic Pay earnings and deductions will be reflected in your T4 from your employer for the 2020 year. The Government has stated the Pandemic Pay does not form part of any base pay determination.

**Periods 2, 3 and 4, for Eligible Employees with Qualifying Hours Worked in Those Periods**

We currently expect to pay the Pandemic Pay for Period 2 by July 7th. The pays for Periods 3 and 4 are projected to follow shortly after the completion of each of those 4-week periods, recognizing that processing of regular bi-weekly payroll will take precedence.

We appreciate your patience for the promised Pandemic Pay as we awaited the Government's details to us and their instructions. If you should have any questions with respect to the Pandemic Pay, please contact your Supervisor.