

Treasury Board Secretariat

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Centre for Public Sector Labour
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Secrétariat du Conseil du Trésor

Direction des relations avec le personnel
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April 2, 2020

INFORMATION SHARE

Dear Bargaining Agent Partners:

RE: COVID-19 Pay Treatment for Fixed-Term, Irregular Staff

On March 24, 2020 the Secretary of the Cabinet directed that all Ontario Public Service (OPS) employees must work remotely effective March 25, 2020 unless they are needed to support critical services. Employees who do not support critical services and who cannot work remotely were asked to remain at home. In addition, employees in both critical and non-critical service have been asked to self-isolate if they have been exposed to COVID-19 risk factors. For some employees who do not have guaranteed hours of work this may have resulted in reduced working hours.

I am writing today to provide an update on the pay treatment for categories of OPS staff (non-bargaining and bargaining) who do not have guaranteed hours of work (including fixed-term irregular on-call employees, seasonal and any other employees with irregular hours), and whose work cannot be performed at home or who have had hours reduced due to the COVID- 19 emergency.

For the two-week period beginning on March 23rd and ending April 5th, all employees with irregular hours (non-bargaining and bargaining) who have had hours reduced due to the COVID-19 emergency are eligible to have their hours of work determined as the greater of:

- The actual hours they worked, or
- The average of their straight time hours over the 12 weeks preceding the direction to work remotely. Specifically, the average of straight time hours worked between December 29, 2019 and March 22, 2020.

If you have any questions or concerns, please do not hesitate to contact Mike Mously, Director, Negotiations Branch, Centre for Public Sector Labour Relations and Compensation, Treasury Board Secretariat (TBS) at 647-212-1627 or Mike.Mously@ontario.ca

Sincerely,

Original Signed By

Jennifer Price
Director
Employee Relations Branch
Centre for Public Sector Labour Relations and Compensation
Treasury Board Secretariat