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The BC Temporary Pandemic Pay (TPP) program was announced to the general public on May 7, 2020.

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The provincial government began accepting claims from eligible workplaces as of September 14, 2020.

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The window of eligibility for TPP hours worked is the 16-week period between March 15, 2020 and July 4, 2020.

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Claims will be accepted until October 31, 2020. Funding may be issued through December 2020 as claims are processed.

For more information visit: fcssbc.ca/covid-19 or gov.bc.ca/pandemicpay
This document is just an overview. Full and up-to-date details are available on the government of BC website.

TEMPORARY PANDEMIC PAY: HIGHLIGHTS & OVERVIEW

Temporary pandemic pay (TPP) is a **cost-shared program coordinated by the provincial and federal governments** with a finite amount of funding available.

Eligible provincially-funded workplaces are currently in the process of submitting claims on behalf of their employees. Once claims are approved by the provincial government, workplaces will distribute the funds to their employees.

ELIGIBILITY CRITERIA

- » Employees who worked straight-time hours at any point during the 16-week period between March 15, 2020 and July 4, 2020.
- » Employees working in an eligible sector, workplace, and role that traditionally deliver in-person, front-line services where social distancing was challenging (including those that may have transitioned to remote working).
- » All employees regardless of whether their work was full-time, part-time, casual, temporary, remote, or on-site are eligible if they meet the criteria outlined above.
- » Temporary pandemic pay was not dependent on whether there was a COVID-19 outbreak in the workplace location.

AMOUNT

Eligible front-line workers can expect to receive a lump-sum payment equivalent to about \$4/hour for straight-time hours worked anytime between March 15, 2020 and July 4, 2020.

For example: \$4 x 37.5 hours = \$150/wk or \$2,400 for 16 weeks

NOTES

- » TPP is taxable and should be claimed as regular income.
- » TPP is not part of base salary and does not impact the benefits that employees are otherwise entitled to
- » Bargaining unit and bargaining unit equivalent employees are both eligible for TPP. (Union dues may still need to be paid.)
- » Management and executive positions aren't eligible for TPP.



ELIGIBLE WORKPLACES

COMMUNITY LIVING

- » Residential services
- » Intervenor residential sites

INDIGENOUS SERVICES

- » Delegated aboriginal agencies
- » Friendship centres providing critical services
- » Healing/wellness facilities & shelters

HARM REDUCTION

- » Shelters for survivors of gender-based violence and human trafficking
- » Directly operated residential facilities
- » Adult justice residential facilities
- » Safe Injection sites
- » Emergency outreach harm reduction workers
- » Emergency shelters
- » Supportive housing facilities
- » Respite/drop-in centres
- » Temporary shelter facilities
- » Hotels used for self-isolation/shelter overflow

YOUTH SERVICES

- » High risk youth services
- » Youth justice residential facilities
- » Licenced children's residential sites

IMMIGRANT SERVICES

- » High risk supports for immigrants/refugees
- » High risk immigrant youth services
- » Settlement services

ELIGIBLE ROLES

SOCIAL SERVICES

- » Community support workers
- » Employment support workers
- » Residence workers
- » Adult/youth workers
- » Transition house workers
- » Victim service workers
- » Emergency shelter workers
- » Program coordinators
- » Counsellors
- » Social workers
- » Occupational therapists
- » Physical therapists
- » Behavioural therapists
- » Family preservation workers
- » Domestic violence workers
- » Child and youth mental health workers
- » Indigenous service workers
- » Administrative and client support roles
- » Essential operations support staff, including:
 - Drivers
 - Maintenance workers
 - Housekeepers
 - Janitors
 - Food service workers

BC HOUSING WORKPLACES

- » Tenant support workers
- » Maintenance and janitorial workers
- » Registered nurse

EXCLUSIONS

The BC government recognizes that not all employees who have been working during this time will be eligible for temporary pandemic pay. Exclusions include childcare employees, homeshare providers, foster parents, fee-for-service providers (and their direct employees), as well as management and executives.

WORDING

Eligible roles and workplaces do not have to match the exact wording used above or as listed on the BC government TPP website (e.g., unlicensed residential services for children ARE eligible). Organizational leaders should double-check and ensure that all eligible staff roles are accounted for when submitting TPP claims.

TOP-UP PAY

Some programs funded by BC Housing also received separate top-up pay prior to the announcement of TPP. Organizational leaders will be responsible for ensuring that eligible employees will not receive the TPP and the BC Housing top-up for the same period of time worked as per the TPP program guidelines.