
COVID-19 RESPONSE – LIVE-IN RESIDENTIAL CARE WORKER

To reduce the number of Direct Support Professionals in contact with people supported, we will convert some locations into temporary Residential Care locations.

- District Leadership will determine which locations should be converted to temporary Residential Care locations using the following guiding principles:
 - Locations where people require a fragile approach should be considered
 - Locations where there are regular Night Sleep supports should be considered
 - Locations where there is a standard day that include relaxed or low mental demands for employees should be considered
 - Locations where there is an intense behaviour support requirement should not be considered

The Model:

- The staff of the location will be asked to divide into two teams per support location, for a minimum of three employees per team, Team A and Team B.
- Team A will move into the support location for an agreed upon period of time (e.g., two weeks), supporting people 24 hours per day.
- Team B will “go home and stay home” and will maintain physical distancing expectations at their home.
- At the end of the agreed upon period of time, the teams switch. Team B moves into the program location and Team A goes home to rest.
- Rotation periods will be identified by District Leadership.
- Any employee not assigned to Team A or Team B will receive a temporary layoff or be redeployed to another support location.
- Team A & B will need to create a schedule to will allow for on-location breaks, opportunity for virtual connection with their families, night-time first respondent rotation, etc.

The Compensation:

- While working, the team on location will receive wages based on a 7-day weekly rate of \$1,400, with vacation and Personal Medical Leave accrued on the live-in weeks only and a full-time benefit package.
 - Please note, any part-time employee with the Health Care Spending Account or Casual employee taking this arrangement will have access to all of the full-time Health & Dental benefits, and Life insurance benefits, but will not have access to Long Term Disability in accordance to our underwriting requirements with Sun Life.



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- The team sent home will stay home and receive wages based on a 7-day weekly rate of \$920. Compensation is for the expectation that the employee will maintain physical distancing, be ready for deployment if there is an emergency within the other team and a commitment to not work elsewhere.
 - Please note, the \$2/hour premium is built into these rates.

The Tools:

- Temporary Amendment to Existing Employment Contract
 - Expectations regarding physical distancing and to remain only with their immediate family
 - Expectations to not work at other locations or employers
 - Available for emergency
 - Payment expectations for live-in period(s) and rest period(s)
- Job Description with only essential duties expected
- QHR scheduling procedures