

Memo

To: CUPE

From: Penny Desormiers, Manager, Total Compensation

Date: March 23, 2023

Re: PSW permanent wage enhancement (PWE)

We are writing to update you on changes to the PSW permanent wage enhancement (PWE) program.

Effective April 3, 2023 the PSW permanent wage enhancement will be incorporated into our payroll system and will be paid on a bi-weekly basis to eligible employees.

The Ministry has provided notice that the \$2.00 per hour wage enhancement earning is pensionable, and payable on all hours paid effective April 28, 2022. Previously the wage enhancement was payable only on hours worked.

PSW and DSW workers (if eligible) will receive the wage enhancement on any hours that were paid but not physically worked since April 28, 2022. These hours will include paid absences such as vacation, statutory holidays, union leave, bereavement leave, sick days, jury duty and education leave.

As a result of the payment being pensionable retroactively, we are required to deduct the pension from any wage enhancement dollars paid from April 28, 2022 to December 31, 2022. The total pension amount owing will be deducted from the retroactive payment owing on the April 6, 2023 pay.

We expect that in most cases, the retro payment owing will be greater than the pension owing—if this is not the case, Payroll will reach out to each employee to make a different arrangement.