

March 23, 2020

To: All KSCL Staff

Hello everyone,

I hope everyone is staying safe and healthy in this ever-changing landscape of COVID-19. I know it's not been easy and at times there are conflicting information, but we will do our best to keep you informed and keep the lines of communication open. Although we are all scattered in different locations, and some of the Administration staff is in/out of the office, I want you to know that the Administration of KSCL is in constant contact with each other and continuing to work hard to keep KSCL running seamlessly.

Sunny, Pauline and Lauren are doing an amazing job of staying in touch with their programs and ensuring everyone is following the Residential Precautions Plan that was sent out this weekend. Brig and Tina are ensuring payroll is gathered and completed and Emma and Lisa both are carrying out their duties of HR and Finances to ensure the callouts and financial responsibilities carry on as well.

As of this morning, I also received this good news.... The BC Government is assisting the public sector employers (which includes KSCL), **to maintain compensation and employment continuity for employees**, particularly those where the availability of work has been significantly impacted by COVID-19. At KSCL this means our Bigby, Community Options, Creston and EmployME programs.

Here is the message from Government is:

For the term of March and April, Government expects all public sector employers to continue with these efforts. It is important to maintain employment and compensation continuity for employees whose work would not have otherwise been interrupted save for the pandemic response. Unless previously contemplated and planned as part of normal operations, or unless it is clear the specific circumstances cannot be mitigated, employee layoffs are **to be avoided during this period**. This direction will be reassessed before the end of April.

Therefore, due to the Administration and Bigby buildings being closed, we are modifying our delivery of services to engage and re-deploy staff where they are needed. Pauline and Lauren are creating a weekly schedule to for these employees and working with families and individuals to ensure services can still happen where they are needed. In addition, these staff are orientating at the Residential sites which started last week.

KSCL really appreciates the support the BC Government is giving our employees and I'm so relieved to not have to issue lay-off notices.

Let's hope and pray this pandemic ends soon. To that end, please stay safe and stay home when you can.

Take care,

Kathleen Elias,

Executive Director, KSCL