



March 10, 2020

For Staff Working in Residential Homes
COVID-19 ONE TIME SALARY ADJUSTMENT

Thank you all for your commitment during these challenging times. Staffing our residential programs is our number one concern at this time. To recognize your efforts, to create added incentives going forward, and to prepare for a possibly difficult month, we are offering anyone who works 40 hours or more per week in a residential program—over four of the next five weeks--will be eligible for a COVID-19 ONE TIME SALARY ADJUSTMENT of \$2 per hour for each hour worked.

This is a separate stipend independent of any earned overtime.

All Staff (Regular, Day and Relief) who work at the residential sites 40 or more hours per week for four weeks are eligible.

You must work for four weeks. Those four weeks can be any four of the five weeks Sunday to Saturday starting 4/12/2020 thru 5/16/2020. They do not have to be consecutive four weeks, but the four weeks must be worked between those dates.

The one-time adjustment rate will be directly deposited into your account on 5/25/2020.

While we hope you see this as incentive, we also offer this as a way to recognize the work you are doing. More than 100 employees are currently on leave of absence, creating a challenge for supporting the individuals we serve. Direct staff is our most critical role at BC Arc. You already know that the people BC Arc serves are extremely grateful for your dedication. We look forward to many of you pursuing this offer. Thank you.

Sincerely,

A handwritten signature in black ink that reads "Ken".

Kenneth Singer
President & CEO