



May 10, 2022

Dear Staff,

BCArc has survived – and thrived – because we put the individuals first. As an Agency, we do what needs to be done for the health and safety of the people we serve since 1954.

Today, we find ourselves in a persistent staffing crisis. Every weekend programs are short-staffed. We need staff across the Agency to come together to support our individuals. We are asking all staff in all programs to consider working the upcoming weekends and holidays.

Starting this weekend -- May 14, 2022 -- staff will receive a \$3-per-hour incentive in addition to their regular pay. This is a flat per-hour-worked calculation independent of any other pay. This applies to all staff – including relief staff – who work from the Friday 3 p.m. shift through overnight on Sunday.

The incentive will apply each weekend and end after Memorial Day Weekend – May 27, 2022 to May 30, 2022. For Memorial Day Weekend, the incentive applies from the Friday 3 p.m. shift through overnight Monday.

We are an Agency first, and have historically supported one another in challenging times like these.

I look forward to visiting several departments this week to encourage staff to take advantage of this incentive and continue to provide the best support for our individuals.

Please contact directly Erin Manson (emanson@bcarc.org, 413-499-4241 x255) or Amber Steele (asteele@bcarc.org, 413-464-8502 x15) to schedule your shift.

Sincerely,

A handwritten signature in black ink, appearing to read "Maryann Hyatt".

Maryann Hyatt
Chief Operating Officer