



March 20, 2020

Our Ref: 389900

SENT BY EMAIL

Michael McMillan, President & CEO, Health Employers' Association of BC  
Rebecca Mauer, President & CEO, Post-Secondary Employers' Association  
Renzo del Negro, President & CEO, BC Public School Employers' Association  
Gentil Mateus, President & CEO, Community Social Service Employers' Association  
Blair Littler, Executive Director, University Public Sector Employers' Association

Dear Colleagues:

I am writing today to provide information and direction regarding compensation and employment continuity for public sector workers during this unprecedented response to COVID-19.

Government appreciates the current efforts being made by public sector employers to maintain compensation and employment continuity for employees, particularly for those where the availability of work has been significantly impacted by the pandemic response. Many employers are looking to modify their service delivery to engage and redeploy staff to different productive functions.

For the immediate 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 and Public Sector Employers' Council Secretariat (PSEC Secretariat) will provide updates as they become available.

We appreciate that circumstances and challenges vary by employer and sector. With this direction comes the expectation and recognition that employers will need to work collaboratively with their employers' associations and the PSEC Secretariat team, funders and line ministries, unions, and other stakeholders to address the challenges and opportunities for modified service delivery, staff redeployment to productive work, and planning for the orderly return to services post COVID-19. PSEC Secretariat will work together with employer associations and ministries to clarify the financial impacts over the coming weeks.

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<b>Ministry of Finance</b>	Public Sector Employers' Council Secretariat	Mailing Address: PO Box 9400 Stn Prov Govt Victoria BC V8W 9V1	Location Address: 210 – 880 Douglas St Victoria BC V8W 2B7 778.698.8549
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PSEC Secretariat will also collaborate with the employer associations on guidance for sector-specific circumstances regarding auxiliary, casual, and on-call employees as there may be some contextual differences between sectors.

Many of you have asked about plans regarding potential redeployment of public sector employees to other parts of the public sector. These discussions have begun but, as you can appreciate, there are many elements and complexities to work through. Your input and assistance will be sought, and we encourage you to continue to suggest innovative and creative opportunities and options for consideration.

On behalf of the PSEC Secretariat, I would like to recognize your leadership and collaboration during these unprecedented circumstances, and your efforts to ensure that the public can continue to have confidence in the important public services you, your staff, and your members provide.

We look forward to working together with you to develop your guidance and direction to your employer members. In order to coordinate communication to your employer members, and to facilitate questions and clarifications, we have organized a conference call for you and your designated staff to participate in. If you or your staff are not able to participate, please contact your PSEC Secretariat contact, or myself, and we will make other arrangements.

- March 20<sup>th</sup> at 4:00 PM  
**Dial in: 1.877.353.9184 Participant Code: 9451106#**

Sincerely,

Christina Zacharuk  
President & CEO  
Public Sector Employers' Council Secretariat

pc:

Scott MacDonald, Deputy Minister, Ministry of Education  
David Galbraith, Deputy Minister, Ministry of Social Development & Poverty Reduction  
Allison Bond, Deputy Minister, Ministry of Child & Family Development  
Stephen Brown, Deputy Minister, Ministry of Health  
Shannon Baskerville, Deputy Minister, Ministry of Advanced Education, Skills & Training  
John Davison, Assistant Deputy Minister, Public Service Agency

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