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MEMO

To:	All New Age Services Staff
From:	Helene de Klerk
Date:	July 27, 2020
Subject:	COVID-19 and Remuneration

It was 5 months to the day that I wrote to all workers working face to face with receive remuneration for their work. Since that time, NAS has created procedures and policies to address COVID-19 and how to stay safe while at work. NAS staff working now have available to them; self-assessment procedures, PPE's, clothing protocols and cleaning protocols. As of March 26th NAS has not had cases of COVID-19.

NAS recognizes that with all precautions, PPE's and reassurances, staff are still doing their essential work. So it troubles me to tell you that effective August 21, 2020 for those working hourly and face to face with clients will return to their previous pay.

NAS, as you know, has a contract with PDD and the funding is not limitless. With the gradual opening of our Community Access Program, the continued purchases of other PPE products outside of masks and that for some of our individual's things are slowly returning to a "New Normal" we will begin to review our funding structures for some of our individuals to ensure they are still receiving supports and are remunerated appropriately.

I know that we had sent out a letter writing campaign and I again am including this with this memo in hopes that the Minister of Community and Social Services and our Premier will hear about all the hard work about the essential service you provide in hopes of staff being paid appropriately for the work you do.

Once again, NAS Management team cannot extend enough appreciation in words, how grateful we are to have such dedicated and skilled staff members. **Thank you!**

Please keep your questions coming should you have any.

Helene de Klerk
Executive Director NAS Inc.