

LUMACARE BOARD MEETING

Date: August 24, 2021
Location: Virtual

Meeting: 5:00 p.m. –7:00 p.m.

Board Members F. Consiglio (C) J. Butchereit (VC) M. Ma (T) P. Greenwood (DAL) L. Colman M. Westgate L. Shapiro D. Bakti A. De Jager	Video Conference: Click here to join the meeting				
	Present: L. Colman, A. De Jager, F. Consiglio, P. Greenwood, J. Butchereit, D. Bakti, M Westgate, L. Shapiro, M. Ma, L. Lavallee Regrets: - Staff Present- L. Huizer, K. Chagti Recorder- K. Chagti				
Staff L. Huizer K. Chagti L. Lavallee	Time	Item	Meeting Minutes	Action	Person
	5:05PM	1.	Call to Order Introduction: K. Chagti, Admin Assistant F. Consiglio called at meeting to at 5:05PM		FC
			1.1 Approval of Agenda – August 24, 2021 Motion L. Colman, seconded by – P. Greenwood, all in favor	For Approval	FC
			1.2 Conflict of Interest Declaration No Conflict declared	For Approval	FC
			1.3 Approval of Minutes – Deferred	For Approval	FC
			1.4 Business Arising -N/A		
5:07PM	2.	Quality: <ul style="list-style-type: none"> SBAR Report- Deferred to next month Board Meeting, approval by F. Consiglio 		LL	
	3.	CEO Report 3.1 Heart at Home` - Started in July, partnering with Humber River Hospital- pays 1/3 rd of the cost. Also, partnership with Ontario Health			

		<p>Teams is ongoing (L. Huizer)</p> <p>3.2 Lumacare Risk Analysis Report</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>Lumacare Risk Assessment Report AI</p> </div> <div style="text-align: center;">  <p>5. Appendix 4 Lumacare Salary Grid</p> </div> <div style="text-align: center;">  <p>5. Appendix 3 Vacancy Rates for LurLumacare Org Chart J</p> </div> <div style="text-align: center;">  <p>5. Appendix 2</p> </div> </div> <div style="text-align: center; margin-top: 20px;">  <p>5. Appendix 1 Organizational Struct</p> </div> <p>Deborah Bakti asked about the trend with increasing number of accidents LH shared that during the COVID situation, drivers were many times driving outside their areas during out of their shift times and were prone to anxiety.</p>		
	<p>4.</p>	<p>Committee Updates</p> <p>4.1 Governance</p> <p>F. Consiglio requested Board notify her of intention for membership for the next year</p> <p>Accreditation Update- LL will send emails with information on the Mock survey and Accreditation Mock Survey will include a slide deck and you will be asked question afterwards LL shared Governance Timeline F. Consiglio: September Board will review Accreditation materials F. Consiglio suggested reconsidering the leads for different areas with all board members present. P. Greenwood explained the whole board is responsible for the accreditation and not just the committee. Mock Survey (Oct 13) is separate from the Board Meeting.</p>		

			<p>Action: Members were concerned about an earlier date and would discuss the final date if it needs to be closer to the actual audit (Nov 21)</p> <p>4.2 PFAC (Person and Family Advisory Committee)</p> <p>L. Colman explained the revision schedule</p> <p>Vaccine Policy L. Colman brought forward a motion “To enforce mandatory vaccinations for all employees of Lumacare”</p> <p>Discussion: Pros and Cons discussed and the impact of this policy on Lumacare Clients may be hesitant with PSWs in their homes without knowing for sure if they’re vaccinated. Privacy Act does not allow asking about Vaccine status Lumacare is unable to disclose to clients whether staff are vaccinated L. Huizer shared looking into Rapid Testing, timing and cost L. Shapiro added that some health organizations have mandated the double vaccination and employees lose their job if they’re not vaccinated after a two-week paid leave. L. Shapiro urged the board to add a mandatory vaccine policy to Lumacare L. Colman Lumacare could lose PSW with a mandated policy MM asked what’s the general % of people who are vaccinated currently and what’s the possibility for us to imply this policy in near future? L. Huizer shared that 40% of our workforce is not vaccinated at all. Currently Lumacare has temperature checking and other safety protocols in the building like double masking for front staff, single masking for others, sanitizers etc. L. Shapiro added that Rapid Testing may not a good solution in terms of budget and shared his disappointment in organization on a high 40% not-vaccinated rate.</p>		
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			<p>LH stated that Lumacare has vulnerable population with high level of mistrust of health system.</p> <p>Current COVID-19 Vaccine Policy</p> <p> J7 Covid 19 Policy.docx</p> <p>Antoinette asked what happens after employees have taken the education program</p> <p>L. Huizer stated that they'll need a doctor's note to explain why they cannot get vaccinated.</p> <p>F. Consiglio asked for approval of the COVID Vaccine policy-</p> <ul style="list-style-type: none"> - L. Shapiro suggested to table the motion and wait for the Ontario Govt to make further policy as he is not in favor of not mandating the vaccine - M. Ma motion to table the motion to defer a decision on mandated full-vaccine policy, seconded by PG, approved by all but refused by L. Shapiro - M. Ma put the motion forward to have the Lumacare Vaccination policy to match word-for-word policy of Ontario Govt- Deborah seconded and all in favor but refused by L. Shapiro <p>Action: Decision on mandated full-vaccine policy until the next meeting and M. Ma seconded that.</p> <p>All in favor. LS dissented</p> <p>4.3 Ethics Vaccine Ethical Dilemma- N/A</p> <p>4.4 Financial Audit M. Ma - Received Financial Audit along with a letter of representation</p> <p>Action: Members to email approval of the Financial Audit to M. Ma</p>		
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			<p>4.5 Fund Development- P. Greenwood shared the committee has decided to pause during this time of transition. L. Shapiro asked if we're still accepting donations? P. Greenwood shared that we're still accepting any donations that may come but we're not doing any events for fundraising for now. People can still gift things but there are no proactive initiatives being taken on this. L. Shapiro put forward the idea of making policy for mandating it for all board member to donate a specific amount yearly basis to the org.</p>		
	7:10PM	5.	<p>Adjournment</p> <ul style="list-style-type: none"> Meeting adjourned at 7:10pm. Motion by M. Ma, seconded by A. De Jager, all in favor <p>Board in-camera</p>		