

SPECIAL BOARD MEETING

Date: October 07, 2021
Location: Virtual

Meeting: 5:00 p.m. – 6:00 p.m.

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| 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 | | | | |
| | Members Present: F. Consiglio, J. Butchereit, P. Greenwood, L. Colman, M. Westgate, D. Bakti, A. De Jager, L. Shapiro, L. Huizer Regrets: M. Ma Recorder: K. Chagti | | | | |
| | Time | Item | Meeting Minutes | Action | Person |
| | 5:04PM | 1. | Call to Order- FC called the meeting to order at 5:04PM | | FC |
| Staff L. Huizer K. Chagti | | 1.1 Approval of Agenda – Oct 06, 2021- Motion by LC, seconded by LS, approved by all. | For Approval | FC | |
| | | 1.2 Conflict of Interest Declaration- No conflict was declared | For Approval | FC | |
| | | 2. | Mandatory COVID-19 Vaccination Policy LH briefed the board on Mandatory COVID-19 Vaccination Policy If approved, policy to go live on Monday, Oct 18, 2021 Staff will be given two weeks to get their first shot of vaccine and another 28 days to get their second shot By Nov 28, 2021 all staff members must be fully vaccinated LH clarified that Lumacare is a member of CSS organisation, different from HomeCare Ontario | | LH |

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| | | <p>MW raised the concern that staff members may be encouraged to go to HomeCare and other similar organizations where the policy is not regulated yet LH stated that many associations including CSS are implementing full-vaccination policies</p> <p>LC showed her concern on risk to clients by sending unvaccinated PSWs to their homes</p> <p>LC state that reducing the risk for our clients should be the priority, irrespective of whether the staff decides to stay with Lumacare or not</p> <p>Two policy options to choose from-</p> <ol style="list-style-type: none"> 1. Mandatory policy on full vaccination, staff to be asked-to-leave in case of non-compliance 2. Mandatory policy on full vaccination, or bi-weekly Rapid Tests from a certified organization at employee’s own cost (at-home tests to not be accepted) <p>Directive-6 states that people can have medical reasons to not be vaccinated LH clarified we are researching on the criteria that Lumacare will approve for medical notes as per Directive-6 as many times</p> <p>LH shared that she would need to check, as per Directive 6, if Rapid Tests could be asked from unvaccinated staff with medical notes</p> <p>FC asked if the board is ready to vote, all agreed</p> <p>Voting: All approved other than M. Westgate, Board voted 7 to 8 in favor of Option 1 (Option 1- Mandatory policy on full COVID-19 vaccination, staff to be asked-to-leave in case of non-compliance)</p> <p>Action: LH will get back to the board on</p> | | |
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| | | | <ul style="list-style-type: none"> - Criteria on acceptable medical note to not get vaccinated - If it is okay to compel staff on Rapid Testing when they have a medical note to not get vaccinated | | |
| | 5:26PM | 3. | <p>Salary Adjustments</p> <p>LH walked the board through Salary Adjustments for staff members LH- Lumacare standardizing all staff members to get a 2% raise (Managers and below) All PSWs to get a minimum salary of \$18/hr</p> <p>Total increase of Salary and Benefits- \$255,200.29 All salary and benefits are from the M-SAA Agreement Only the data management and HR staff are not involved in M-SAA Admin salary allocation for 2022 will be lower, 3% range of ability to negotiate with M-SAA in March 2022 LH shared that currently 80% of our budget is salaries approximately</p> <p>Conclusion: LC put the motion forward to approve the Salary Adjustments, A.D. Jager seconded the motion, approved by all New Salaries to be effective from next pay-cycle start date To be shared with staff during Townhall on Tuesday, Oct 12, 2021</p> | | LH |
| | 5:36PM | 4. | <p>Adjournment- Meeting was adjourned at 5:36</p> <ul style="list-style-type: none"> • In- Camera | For Approval | FC |