

BOARD OF DIRECTORS MEETING
MINUTES

Thursday, September 23, 2021 at 5:30 p.m.
Zoom - Virtual Meeting

CALL TO ORDER

Christopher Yendt called the meeting to order at 5:38 p.m.

ESTABLISHMENT OF QUORUM

Present: Andrew Bassingthwaighte, Sarah Cacilhas, Matthew Mahler, Lindsey Marois
(arrived at 5:51), Christopher Yendt, Tara McKendrick (ex officio)

Regrets: Leah Jeffery, Dawn Shickluna, Chris Ventura

DECLARATIONS OF CONFLICT

No conflict of interest was declared.

AGENDA

Moved by: Andrew Bassingthwaighte

Seconded by: Sarah Cacilhas

That the Agenda for the Board Meeting of September 23, 2021 be adopted as circulated.

Carried.

PRESENTATION

Bruno Lizzotti, Manager of People and Wellness, provided COVID-19 updates, in particular, and HR updates, in general. Since March of 2020, five staff have tested positive, and there have been 133 occurrences where staff have been absent from work due to COVID protocols. There has been one outbreak: In January 2021, there was a positive case in the Safe Beds program involving one staff member.

The staff turnover rate is 16.36% for the calendar year to date. This seems rather high, but there has been a significant number of expiring contracts due to funding that wasn't renewed. Also, there has been some non-clinical turnover, which is unusual. There was some discussion

about staff morale. A staff appreciation event will be held in October. The Employee and Family Assistance Plan has been extended to all staff, and flex options have been provided.

Talent management and acquisition has presented challenges. The labour market is shrinking, due to heightened education and professional registration requirements as well as personal family constraints with children at home. Bruno also referred to vacancy fatigue. The usual number of postings is between 60 and 70 per year. Last year there were 90 and this year, as of September 23rd, the number is already 73. There have been coverage issues related to COVID absences and a lack of qualified staff. In May of 2020, some clinical staff were redeployed using the Emergency Management and Civil Protections Act.

The return-to-work planning is ongoing. Select members of clinical and senior leadership meet every two weeks. Current considerations include space requirements (in consultation with Niagara Region Public Health), updated screening questions, proper personal protective equipment (i.e. staying current with Niagara Region Public Health recommendations). Questions were solicited and staffing concerns were further discussed.

A COVID-19 vaccination policy was drafted in early August. It was reviewed with the Labour Management Committee and then at a Town Hall on August 27th. In terms of the compliance rate (for submitting all paperwork and attestations), Bruno anticipates that it will be at about 90% by the end of the September. There are considerable privacy concerns. Vaccination information is only provided to HR and names only of staff not in compliance are shared with the relevant managers. The hard deadline of October 15th allows time to plan. Staff will be placed on the Infectious Disease Emergency Leave if they remain non-compliant as at October 15th.

Lindsey Marois referred to the efforts involved, since she works in HR, and thanked Bruno for getting this far. Bruno stated that he was very proud of the way all staff have responded to the continual changes. Sarah Cacilhas expressed appreciation for the very thorough presentation. She asked whether the vaccination policy was consistent across all CMHAs. Bruno stated that a basic structure was provided by CMHA Ontario, and it was then refined to best meet local needs. All branches are at different stages of implementation. The Executive Director added that different issues exist at the branches, but the emphasis was for mandated vaccination policies.

MINUTES OF THE PREVIOUS MEETINGS

Moved by: Matthew Mahler

Seconded by: Lindsey Marois

That the Minutes of the Board Meeting held Thursday June 24, 2021 be adopted as circulated.

Carried.

REPORT FROM THE EXECUTIVE DIRECTOR

- **September 23, 2021 ED Report**

The Executive Director highlighted a few items from her pre-circulated report. She noted that it was a longer report than usual, because the last report was in June.

A draft report from the Canadian Centre for Diversity and Inclusion has been received. The President and Vice President will represent the Board in an upcoming meeting of stakeholders. A Truth and Reconciliation Town Hall meeting will be held on Orange Shirt Day, September 30th.

The accreditation team is gearing up for the December survey. Activities will take place with the Board in October and November.

The Executive Director, and Bill Helmeczi of Pathstone, will present information about MCRRT at a Regional Council meeting on November 9th.

In response to a request for an expression of interest to be a site for Ontario Structured Psychotherapy, a unified proposal, on behalf of the Niagara Ontario Health Team, was submitted. There were 16 applications, inclusive of Hamilton and Haldimand Norfolk, and the aim will be to have two sites operating in March of 2022.

The Executive Director was pleased to announce that, in a competitive recruitment process, the two new successful clinical leadership candidates were internal.

Moved by: Andrew Bassingthwaighte
Seconded by: Sarah Cacilhas

That the ED Report of September 23, 2021 be accepted.

Carried.

CONSENT AGENDA

Minutes from the 2021-09-14 Committee of the Whole Meeting

Moved by: Sarah Cacilhas
Seconded by: Lindsey Marois

That the Consent Agenda information be received.

Carried with one abstention.

NEW BUSINESS

There was no new business.

OTHER BUSINESS

There was no other business.

ADJOURNMENT

Andrew Bassingthwaighte moved to adjourn the meeting at 7:01 p.m.

Recorder Margaret Rankin

President Christopher Yendt