

**Provincial Network Briefing Note**  
**August 4<sup>th</sup>, 2021**  
**2:00PM – 3:00PM via BlueJeans**

**Welcome** – Michelle Brooks, Chair

Agenda for August 4<sup>th</sup>, 2021 – approval/additions

- Agenda approved with the following additions:
  - ✓ Letter to Minister re: Mandatory Vaccines - Janet
  - ✓ September 8<sup>th</sup> Briefing Call and potential for a face-to-face meeting - Michelle

Draft' Minutes of July 22<sup>nd</sup>, 2021 – will be shared

**UPDATES ON TAKE-AWAYS FROM THE COMMITTEE MEMBERS**

EOC – Eugene – No updates

DS Rapid Antigen Testing -Lisa/Jo-Anne

- Jo-Anne – 175 registered for the webinar and the information was shared with Ann-Marie to be posted to RXC. There were a number of questions that went unanswered and will addressed at the September webinar/meeting. Michelle asked if any questions are time sensitive, Jo-Anne will look at this.

There was lots of engagement and the webinar went well. There was a legal perspective by Pooran and ministry representation along with 3 agencies as part of the panel.

DS Sector Vaccine Preparedness 'Ad-Hoc' Committee – Bryan / Lorrie

Lorrie – Vaccines for people supported are not an issue and this is in hand and taken care of. We are now hearing vaccine hesitancy for staff. Yona joined last week to hear the discussion around this and for those that remain hesitant, these will be the most difficult. Another group are the 'child bearing' aged women and due to the lack of faith around this. The remainder fall into those that have not made time to get vaccinated. Yona asked if there are ways to incorporate vaccines into events, etc., however still not too sure this would work.

Suggestions were made that perhaps a video focussed on our sector may be more appropriate. The Sunnybrook model was discussed, however this is more hospital focussed. Lorrie found the video with the immigration doctor explained the process well and maybe making that into a sector video. Should this incur fees, maybe MCCSS will assist in this area.

Michelle suggested that for the people that were hesitant, and those that changed their minds and the impacts by the workforce, may assist to sway people to change their minds via a video. Dean read that the younger demographics may be swayed by some of the potential restrictions and this may assist with changing hesitancy. The 'education system' report was quite telling. Lorrie said it is interesting what is out there and the differences between the U.S.A. and Canada.

Janet shared that Canada is more of a political issue and parties have not come out around the work place concerns. Wondering if we should write a letter to the Minister to make it a politically positive thing around mandatory vaccines in our sector. The Northern parts of the province are the lowest and it is becoming a very controversial issue between employee to employee. Families asking if employees are vaccinated, etc. Janet proposes whether the Network would like to write a letter. Michelle said maybe agencies need to issue SOR when families have issues. See housing also being an issue. Janet shared that her organization is keeping a legal file on such items.

Lorrie said this is brought up every Friday around the employee to employee; families; community access, etc. Staff will eventually ask to be stop being harassed. Dean asked about 'work refusals' and how the MOL fits into this. Janet said they have not got to this point as yet. Lorrie said it is hard to put too many rules in place as not everyone has had opportunity to get both vaccines.

Bryan does not see that we will win a 'forced vaccination' policy. The question is what policy & procedure support can be put in place for management purposes. Michelle agrees with Bryan's comments and said that Rupert made reference back to the Empower Simcoe issue.

Jo-Anne said that with the new guidelines of July 15<sup>th</sup> re: overnight visits with a fully vaccinated person, there is no quarantine and/or separation requirements. She has an individual that will be going home to visit where no one is vaccinated. Jo-Anne is reaching out to see if there are any additional precautions that should be taken.

Lorrie asked if a letter should be going to Public Health rather than our own Ministry. The directive for congregate care is not only DS, there is also Women's Shelters, etc.

Janet agrees that DS will not move far on this, however believes we want to be part of the intelligent conversation and that our voice is clear on the concerns and issues. Janet stated for the record that CH backs mandatory vaccinations. Being able to inform people that we sent a letter to advocate for our sector would be good. Michelle wonders if at the Friday meeting Lorrie and Bryan could inform Rupert that we want to go on record and who does he recommend we go to.

Bryan – Yona did a research piece and this is now published and can be a very powerful tool to advance vaccination and boosters. Bryan will be imitating conversations and will bring back to the committee. Michelle said maybe we can get this out via PN and share through social media networks. Bryan will send information along.

#### Labour Challenges – Dave F. – OASIS Labour Relations

- *Michelle shared that there was a form letter she received from CUPE around Day Services and demanding to know what agency plans are. Michelle discussed this with Dave F., Shawn said there was a conversation with CUPE however this bordered on hostility. Michelle asked OASIS LR if there are any recommendations from Hicks Morley or other communication. This may be something this table wants to have a discussion around. Michelle will share the letter with this group.*
- Janet said this may be an indicator of the different unions and the absence of an intelligent discussion on what we are trying to get away from. This goes back to a bigger conversation and the need for a sectoral approach to sit down with the unions for a better understanding, why we want our employees to do this, and the benefits.
- Dean shared that there is currently a Community of Practice looking at this in way of 'Reimagining Day Supports'. In discussions with his local OPSEU, their only concern was the potential for the loss of jobs.

- Lorrie said the success of closing workshops and sharing this with unions could help. Michelle suggested that this could go forward to Rupert as part of the 'Journey to Belonging' and understanding the vision and how to move things forward with no loss of jobs and better opportunities. Lorrie said the reality is that we have a severe job shortage and the unions should not be concerned with this.

#### ONTrac – Janet

- Janet - Subcommittee meetings have been scheduled and updates will be shared at the next PN meeting.

#### QAM Reference Group

- Bathing Protocols: Michelle shared on behalf of Dean that a communique was sent to MCCSS (Monique) on July 12<sup>th</sup> informing her that we would like to discuss the potential for standardization of IPAC protocols through QAM that are tailored to the needs of MCCSS congregate settings. Monique has forwarded this onto her colleagues and Michelle did put onto Rupert's radar.

#### OTHER

#### PEDG Membership – Jo-Anne

- Jo-Anne shared that she is in transition with a new representative that will sit at the PN table as the term as PEDG Chair is 2 years and a new Chair will be appointed. Jo-Anne will introduce Sherry to the group and remain as the alternate. Jo-Anne thanked everyone for the great experience and pleasure of being part of the PN group.

#### Fall Forum – Michelle B.

- Michelle suggested that a small working group will discuss a 'panel' of different people/groups to be part of the day and invite the new Minister and perhaps the Deputy Minister. The October/November timeframe may be best. Would we consider in person or do we stay with virtual at this time? There could be potential to have a hybrid forum, however with the uncertainty still among us, this may be best to have as virtual.
- Bryan said having a report back on Cultivating Community Wellness could also be included.
- Janet shared that a forum would be good timing and important to come together as a sector and applauds the idea. We need a step away from Pandemic thinking.
- Michelle will work with Ann-Marie (not on today's call) to coordinate this. Janet, Jason and Jo-Anne have also raised their hand to assist with this. Will look at:
  - ✓ Ideas on topics/presenters/panel participants
  - ✓ Tentative date to be established

**ACTION:** This will be on the next PN agenda.

#### Co-Creation of Community of Practice – Jo-Anne/Chris B.

- Jo-Anne shared that the July Community of Practice webinar 'Reimagining Day Supports' was a success with 76% of participants being leaders and in a management role. This was mainly agency based participation with 79% of people being return attendees. Next webinar is September 2<sup>nd</sup> and will be facilitated by 'People Minded Business'.

#### Next Meeting:

- **'Regular Meeting':** August 26<sup>th</sup> 2021 @10:00am

- September 8<sup>th</sup> in-person meeting: What is the general feeling about this? Janet would be happy to host this and has a room that could host 6ft. apart. This could be a hybrid meeting and extend this 'Briefing Meeting' to take the opportunity to review the Terms of Reference seeing how these may look in the new world and clearly spelling out the role of PN and what this looks like as a sector. Jo-Anne is willing to travel and come together in person.
- It was agreed to look at this for the full day meeting in September (September 23<sup>rd</sup>).  
**ACTION:** A proposal email will be shared and people can respond with their preference. Only people that have been double vaccinated will be able to attend in person.

Adjournment: 2:55PM