



**Provincial Network Meeting Minutes**  
**June 24<sup>th</sup>, 2021**  
**10:00am – 2:00pm via BlueJeans**

**Welcome** – Michelle B., PN Chair

**Approval of:**

- Agenda for June 24<sup>th</sup>, 2021 – approved with the following additions:
  - ✓ Add – Financial Literacy re: Work Plan - Ann B
  - ✓ Compensation Survey for Sector - Janet
- ‘Draft’ Minutes of Regular Meeting of May 27<sup>th</sup>, 2021 – approved and ‘final’ to be shared for circulation
- ‘Draft’ Briefing Note of June 2<sup>nd</sup>, 2021 – approved

**MCCSS** – Rupert Gordon, ADM

Rupert reflected on what was heard out of cabinet and the devastating news out of First Nations and the recent tragic findings. There is a lot of work to be done, and we acknowledge the need to work in partnership with indigenous peoples to advance reconciliation.

**DATA**

- Global: 180.5M cases; there is a decline with the 3<sup>rd</sup> wave globally. Daily reports around the world are still in range of a quarter million per day. Europe/France/Poland have significantly improved.
- Despite what was seen a few weeks ago in India, now reporting below 30 per 100K
- UK – quite aware of the broad and rapid roll out of the vaccination; UK is back to nearly 105 per 100K and is a cautionary case of how you handle the lockdown, etc.
- Izrael – very rapid case growth off a small case base.
- Canada/Ontario - down to 16 cases per 100K. We have gone from laggard to local leader in regard to the 1<sup>st</sup> administration of doses.
- There continues to be ongoing conversation around ‘a pandemic within a pandemic’.
- Regionally – looking very good and even where reproductions are spiking. Few challenging exceptions. General case counts are mid 200’s and declining.
  
- Age – interesting changes flowing from 20’s and under where cases are coming out in a higher proportion.
- LTC – a few changes on a daily basis. Over the last couple of days the count ranged from 18 cases one day to only 1 the next. Vastly reduced mortality rates. No new outbreaks in LTC in the past 2 days.

- DS – similar and sustained reduction in regular case reports. Cumulative number of congregate care sites is 653 with 24 active cases. Residential sites is 892 with 14 active cases. Of 1671 staff 1671, 31 are currently active.

## UPDATES

- Vaccination – Science Advisory Table briefs have contributed to an ongoing interest and understanding. The goal is to rely on existing data sets to give a good line of sight on where we are at with vaccinations. Level of success has not been great. MCCSS has reached out a few times to regional offices to get a more antidotal picture around this. At this stage it is trying to understand how to reach people to have their 1<sup>st</sup> vaccination and then focus on monitoring the 2<sup>nd</sup> dose. At some point in time, monitoring via surveying may be required.
- Antigen Screening – door remains open for people that want to be included in this initiative. Overall, 28 preliminary positive tests reports are out of MCCSS. Those cases are followed up within 48 hours. A couple of weeks ago at the PN table there was a question around LTC and false positives. Follow up with LTC and PH Ontario shows that false positives are not tied to vaccination rates.
- Re-Opening – moved into stage 1 and there will be forthcoming news on further movement. As a result of changes, you will have seen the ministry move on a few pieces around interactions, physical contact, short term outings, etc. The ministry ask remains in accordance to the earliest communications and to continue a good communication protocol including using your own agency processes. Anticipate that there will be further direction provided around reopening.
- Continuing to review the emerging evidence around case rates, vaccinations and what things mean for ongoing infection risks.
- Annualized Funding Letters – This is a two-phase approach with the 1<sup>st</sup> communicated shared on May 20<sup>th</sup> and phase 2 went out yesterday.
- Passport Guidelines – working on a process to distribute revised guidelines prior to the end of June. This will be communicated to recipients over the course of the summer with guidelines shared by September 2021. One of the areas of focus relates to the reasonable expenditure of events and activities. This standard will allow for \$150.00 for tickets. Program changes and additional resources are being put in place to help communicate changes/updates and video will be available for assistance on how to complete claim forms, etc. and in relation to clarifying several pieces and processes under Passport.
- DSO – connected to the Auditor General's Report, working on further strengthening the accountability and overview process and will require work from the DSOs in the area of

assessments. Improvements to I.T. will be rolled out over the summer and allow for more accurate reporting. Work on assessment review project and scope of work is underway.

- MYRP - phase 1 issued in early June 2021 and for early planning with CW TAY's. Jody is off however if there are questions around this, Rupert is happy to take them away.
- Ministry DS Reform – an observation made was that with the recent cabinet shuffle, there was limited input for DS on the work done with the Reform.
- Journey to Belonging – this continues and there is generally good positive reactions. There is a good response on the commitment to the ongoing partnership and the timeline. Some things are happening now that will make tangible improvements and the full-scale change has a good thoughtful pace to it.
- Ministry – the June 18<sup>th</sup> announcement onboarded Minister Fullerton who will be the Minister of MCCSS and she really appreciates people and their needs. She has an ongoing interest on the commitment to the file with the ministry and the Journey to Belonging. Minister Smith is now the Minister of Energy.

#### **Q&A**

Janet – Janet thanked Rupert for his opening comments and feels we need to think of what our outward voice is on this.

Janet - shared the challenges as a sector around vaccination and those employees choosing not to be vaccinated. This is a growing concern and trying to balance this choice, and assist with reopening, has been very challenging. Janet believes this will bubble up via Human Rights and advocacy. Rupert said he has no answer today, however this is very live for them. Bryan has done a great job in context of the Vaccine Working Group and the Ministry is trying to think through this dimension, the risk and the challenges. The broad series of changes socially and underlying risks with community spread are really narrowing and where this seems to be mostly at the principles level, it is still important.

Dave F. – to build on the above, the meeting with CUPE & OPSEU was definitely focussing on this same discussion. Concerned that staff will turn on each other. Question is 'single employer' and staffing shortages. Heard that in Ottawa an ED reported staff working up to 120 hours. Staff are using sick time due to cancellation of vacation, etc. Not sure 'single employer' will limit the concerns, however looking for indications on timelines coming out and when these may be released. Rupert said this is a helpful reminder, however no answer on today's call. This is tied up with Janet's questions and the overall reopening framework. Rupert said under the framework the hard deadline is the 23<sup>rd</sup> of August as that is the end date of the Emergency Order. Laura shared that legislature has extended this to December 1<sup>st</sup>. Rupert takes our points and understands this is becoming a stressor and people need time to process the change.

Dave F. - elaborated on the 'vaccination' front with CUPE & OPSEU. Rupert asked if there was a change of view and Dave F. said in a previous call one of the CUPE representatives said there speculation would be that there would be a mandatory requirement for vaccinations. It was a very short meeting and not a lot of discussion. The Temp Wage Enhancement was well received and good news. The concern is what will happen when people refuse vaccinations, what will families do, etc. This is going to start coming out and we want to continue these discussions in an open way.

Lorrie – Peterborough has updated their policy to reflect that people with vaccines may not be required to isolate for 14 days. ***Lorrie will share this email and the CLT Policy around this.***

Eugene – monitoring the LTC experience and feel that we need to have a vaccination policy in place and having something sectoral would be good. As well, in LTC if vaccinated, you no longer need to wear 'eye protection' and it is these kinds of things that help employees make their decisions. Janet said at the lack of disagreeing with Eugene, her worry is the lack of clarity. She is more worried about the 'vaccine' than managing COVID in her organization. Clear next steps would be very helpful and the ability to mandate and put people on LOA.

Rupert explained that there is currently no clarity for anyone in society around what fully vaccinated people can do at this time and would like to remind everyone that that this piece is not out there as yet. Minister Elliott's comment in December 2020 stated that you may not be able to do certain things if not vaccinated. Rupert understands that we are operating in a world that is different than LTC and for good reasons.

Brad: to build on Eugene's comments, this will be helpful. CLT is trying to gather 'racialized staff' information. Currently CLT has 10% of staff that are hesitant, and they are dealing with these on a 1:1 basis. Rupert said that some people's hesitancy has deep roots, and this is very important to understand.

Ann – asked if 'Work Place Accident' insurance would come into play and there is currently someone looking into a WSIB case where the proper use PPE was not worn. The issue around workplace injury is something Ann wanted to highlight. A few weeks ago, media were saying there are so many cases were 'non-vaccinated' people are making this a Human Rights issue and the pushback from employees not wanting to inform of why they do not want to be vaccinated.

Eugene – under EOC, one of the emphasis is around needing more clear information on what will happen when people are fully vaccinated. This continues to be an active conversation at many tables and we should be seeing something soon.

Bryan – supports strengthening a common direction given what is happening in LTC as DS is lagging. Another comment is IPAC and the move on this long term. There is a necessary commitment to make it

structurally annualized. The work with the HUBS have been challenging and understand there is an attempt to align things between Regions, however believe there is more work needed around this.

***Rupert and MCCSS representatives left the meeting at 11:00am***

**Updates on Take-Aways from the Committee Members**

**EOC – Eugene**

- There has been a lot of conversation on variants of concern.
- Rapid Anti-gen Screening – hearing that the RAT is available for free for organizations that have 150 employees or more and beyond the DS Sector.

**DS Sector Vaccine Preparedness ‘Ad-Hoc’ Committee – Bryan/ Lorrie**

- Lorrie – 2<sup>nd</sup> doses are being seen around the province, however with different experiences. Trying to catch up with who needs the 2<sup>nd</sup> dose as dates are changing regularly on who is eligible.
- Discussed data being collected and presented through the vaccine clinics and how we believe this is less than accurate. The ask may be that organizations provide this information to the ministry for accurate reporting purposes. Bryan shared that the gap and challenge has been there from the beginning, and we have been asking how we can provide data to change behaviour. Some of the research data that came out of the Science table sped things up, however we do not have a good sense of who is and is not vaccinated and how to obtain this. The point of time approach could be looked at where once someone gets vaccinated, inform us, however this would be an administrative issue. Bryan’s recommendation would be to have a point of time, on certain days of the month around percentages and see if this aligns. Where this would not allow for accurate data on our staff, it would provide good estimates. Dean added that when MCCSS suggested updates as people received vaccinations, it appeared they thought people were receiving vaccinations in clusters and mass, which is not the case, and in some situations, we do not even know when people are vaccinated.
- Hearing more around the Sunnybrook Model and the vaccine policy
- Michelle said that Rupert requested any suggestions on how to reach those that are at home, etc. Are there any thoughts that we can go back to MCCSS on:
  - ✓ Dean is unsure if all DSO’s employ the same strategy
  - ✓ Michelle said there is a possibility that there could be a partnership with family doctors and Health
  - ✓ Bryan feels there are some assumptions that vaccine levels may be low, however he is not sure this is the case. This may be an assumption that is a false narrative.
  - ✓ Michelle asked if the reporting back would be a DSO requirement. Collecting data on those perhaps on the waiting list. Especially if moving toward the mandated piece. Terri said the conversation came up a while ago around what DSO could and was willing to do. The DSOs did not agree to become involved in sharing vaccination information across the province. 2 DSOs in the province became involved and from families’ perspectives, this involvement came too late. The roll out for congregate care was very focussed with connecting to clinics in Toronto for those unable to get into vaccination sites. There is no way that DSO has information on who has been vaccinated, and unless this was ministry driven, it would be very challenging for DSOs to collect this information. Terri understands that DSO’s have a level of responsibility

- to share information and to lead people to the website and suggested that perhaps MCCSS could connect with the provincial DSO Group to have these discussions.
- ✓ Michelle requested that HR and LR continue to have these discussions at the tables in terms of vaccination updates.

## PN-HR Committee

### OADD; PN-HR and OASIS Collaborative Conversations - Lisa

- Lisa shared that a meeting was held and discussions had around sending out a survey re: professional association. Putting together a paper that draws the parallel between the goals of Journey to Belonging. Michelle will take this forward. Also, Rob Hickey offered to do work around looking at career paths available within organizations.

### HR Investment & Collaborative with MCCSS – Eugene

#### DS Workforce Initiate – Ann B.

- Small group met with MCCSS over the past few weeks with Ann B. leading.
- Received over 100 expressions of interest. Worked on selecting committee members and chairs for the 3 initiatives: **Modernize the Developmental Services Core Competencies; Operational-Leaders Training; A Recruitment-Focused Marketing Campaign.**
- Prepared draft letters of welcome to go to Chairs and Committee members
- Committees include leaders, Direct Support Professionals, family members, union members, etc. allowing for a good mix and from various geographies and includes different sized organizations.

#### Mental Health Initiative – Cultivating Community Wellness – Ann-Marie B./Michelle

- Michelle shared that 60 organizations signed up with representation of approx. 1650 employees actively engaged in the MH and DS Initiatives - Cultivating Community Wellness. Things are going well and momentum is picking up. Eugene said there is working being done on branding and to bring in the 'partnership' piece. Michelle said branding is important as we want to ensure this is within the entire DS Sector and to allow the Provincial organizations to include at their events, etc.
- Ann-Marie said there is a Community of Practice meeting as well as the monthly webinars and she will send out a notification on this.

#### Ann B. – Financial Literacy

- As part of the PN HR committee, the ministry asked if PN HR would look at Financial Literacy as they are finding there is a real gap. There is funding in the way of \$65K attached to this and the ministry wants to see this rolled out. Looking to see if this fits under OASIS via OBRC. Eugene connected with Angelica Devos to discuss. Financial Literacy will change with the 'Journey to Belonging and may require resources down the road.
- Eugene and Ann B. would like to remain as co-chairs on the MCCSS Steering Committee for another year, and due to a hiatus over the past year. There is still work to be done and will look at a work plan and provide succession planning to have someone take this role on down the road.

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

#### Union Discussions – Dave

- Discussions with CUPE and OPSEU continue. CUPE is ramping up a campaign around day programs and changes that are coming out of Guelph and suspect that this will also come our way. Hearing that families have been informed that things are going back to exactly how they were before, and this is concerning. Don said he heard this same thing at a meeting he was at in Toronto and that this is what parents are looking for.
- Dave participated on a call last week and heard that in the U.S., their staff turnover rate is over 50% a year. A survey was conducted similar to the one that Yona-CAMH and Rob Hickey – Queen's University. Their survey results were based on only 700 respondents.

#### Compensation Survey – Janet

- Submissions are complete and the consultant is putting together the data. Information should be out mid-July. Hopeful that the end results will be helpful in conversations with government. Dave F. shared that part of the delay with having results earlier is that many agencies submitted their data 2 weeks after the deadline.

#### Other

#### SPPI: Pandemic Planning Field Guide – Don W.

- Don shared that the Pandemic Planning Field Guide that was shared as part of the today's meeting materials, is a very robust document that will be coming out. Any feedback or things you feel may be missing, please feel free to connect with Don directly.

#### MovingOn Strategy - Janet

- The first meeting was held and with great participation. There is a lot of work to do in considering membership and remaining this initiative, etc. July 6<sup>th</sup> is the next meeting and hope to come back with a proposal to PN on how to move forward. Today Janet is looking for unilateral support to continue to meet under a refreshed banner and name. Jo-Anne shared that she is excited and thought there was great conversation at the meeting.
- Michelle said there is work happening with several PN groups around: **MovingON; OADD; HR Initiatives; etc.** and this would be a great time to have a collaborative letter go to the Ministers and have an opportunity to speak with them to assist with understanding the nature of the work being done in collaboration with CLO, OASIS & PN. Members discussed this and it was agreed to send a general 'thank you' letter to Minister Smith and a 'congratulations/welcome' letter to Minister Fullerton without delving into any asks and/or initiatives at this point. Geoff McMullen confirmed that this is on the OASIS' agenda to see what perspective they can add and to compliment the provincial organizations: OASIS; CLO & PN. Lisa reminded members that earlier Michelle suggested a late summer/early Fall forum, and this could be where we invite the Minister.

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

- How to best support people during the day: the next meeting is Friday and there is 100+ registered. There is still a strong interest and momentum around this. Looking at Barriers, enablers, and what lead to success. Engaging with families around their concerns and their perspectives. Jo-Anne said a Northern agency will be sharing their experiences via a presentation tomorrow. Everybody is welcome to these meetings.

#### Rapid Anti-Gen Testing – Jo-Anne/Lisa

- A meeting was held on Monday to organize the webinar with a number of different organizations that are planning to present
- False positives experienced at some agencies and there is concern that expired kits may have contributed to this.
- Discussed 'reopening' and how it will be made available.
- Lisa said another question around this is will RAT continue and/or be required going forward.
- Jo-Anne shared that on May 20<sup>th</sup> there were 29 agencies onboarded for RAT and today Rupert stated 43.
- There was one agency that tried to make this mandatory, however the E.D. got huge pushback from their Union. Eugene said this is mandatory with Safehaven.

#### ***Next Calls/Meetings:***

- ***Next PN 'Regular Meeting': July 22<sup>nd</sup>, 2021 @ 9:00am***

#### **Adjournment**