

**Wellington District 31
Virtual Executive Meeting
APRIL 26, 2021 2:00 pm – 4:00 pm**

Present: Stephen O'Connell, Anne Smith, Nancy Baker, Richard Goodbrand, Mary Hermann, Michael Curtis (first part of meeting), Joyce Barnes, Tim Cunningham, Shirley Goodbrand, Marina Howlett, Brenda McGinnis, Scott Montgomery, Joan Miller, Pam Niesiobedzki, Lenore Ralph

Regrets: Lynn Morrison, Patrick Bruder, Joan Berry, John Ritchie

- **Welcome**

Anne welcomed executive members to our virtual meeting.

- **Approval of/Additions to the Agenda**

Additions: none

Motion to approve April 26, 2021 agenda; moved by Anne Smith, seconded by Brenda McGinnis, carried.

- **Approval of the March 29, 2021 Minutes – Mary Hermann**

Motion to approve the March 29, 2021 minutes; moved by Mary Hermann, seconded by Richard Goodbrand, carried.

- 4. **Treasurer's Report – Mike Curtis**

Mike presented the Financial report for April 26, 2021

Motion that RTO/ERO District 31 donate \$100 to the RTO Foundation in memoriam for our deceased members from May 2020 – April 2021; moved by Joyce Barnes, seconded by Marina Howlett, carried

Mike will look after this donation.

- 5. **President's Updates:** Anne presented the Presidents Update for April 2021

President's Update

Operational Plan (from the Strategic Plan)

- 15 areas for action – 2 presented at each Board meeting - Support for Districts and Volunteerism will be presented at next meeting

Surveys

- All Member – every 2 years
 - Data will be compiled about each district and sent to us, along with the whole report
 - There will be a webinar in September with researchers to go through the results
- Goodwill
 - Reps filled in a survey about district outreach with May 4 meeting to discuss the results
- Executive

- Simon will be sending a survey for the executives towards the end of May

Annual Meetings

- RTOERO AM
 - 2 amendments received and 3 motions withdrawn
 - reminder that concerns can be addressed at the regular Board meetings (unless they deal with bylaws or were not solved previously by the Board) – eg 7 of the current motions that were put forward
 - If there's not enough time for motion discussion: some extra time; Board will then discuss what to do
- District AMs
 - A template that can be sent to members to prepare for a virtual AM from Simon will be re-sent - Need to use that if there are to be elections - He and Charles can help set up general meetings.

Committees

- 30 applicants for 9 positions
- 6 applicants for 1 position on the Governance Committee – to be elected at AM

eStore

- New bronze District Executive Recognition pins which replace the Outstanding Leadership pin, can be purchased on eStore by presidents.
- \$5, \$10, \$20 gift vouchers for eStore available – can't use gift cards eg from Tim's
- List of items is expanding

Benefits/Membership

- If someone wants to change insurance providers from RTIP to RTOERO, there is a smooth transition; just apply and s/he is guaranteed acceptance.
- CODE members don't have a plan for their retirees – we're encouraging them to join RTOERO
- Our numbers are up - from January to today (April 22), 1 600 have joined

Diversity, Equity and Inclusion

- Board of Directors and CEO
 - 4 sessions with 2 facilitators between April 30 and the end of June
- Districts
 - Will bring it to the districts when they've figured out the logistics
- need some common terminology for these

National Institute on Aging (NIA)

- RTOERO has a partnership with this 'not for profit' group to sponsor 2 summer internships over 5 years and 2 scholarships for postgrads in the health field
- RTOERO will be working with NIA on areas of study
- Does not affect our arrangement with U of T re geriatric chair – one-time funding

Advocacy – LTCs

- Letter sent to PM re lack of action on LTC in the budget - Fed govt focusing now on accreditation (most homes already are accredited)
- Acer Cart is also working on LTC – bringing care closer to home
- RTOERO pushing for care in the home with LTC the last option
- If we get responses to letters we've sent, send them to National Office
- Waterloo President mentioned Community Support Connections which helps keep people in their homes longer but they might get some Prov funding.

Social Media

- Districts should monitor their social media platforms and only do what they can handle - Stick with platforms that get the most hits
- Members need to be able to count on getting the information regularly on whatever platform we use - Find posts with which members can interact
- Can't use 3rd party links for companies/sites with activities/games that have a product to sell – they want access to our membership list – advertising on social media or in newsletters is contrary to the Not for Profit Act

Newsletters

- An idea is to focus on one issue in the newsletter eg LTC concerns
- Could profile new members with photo and have them tell their story, especially if they're non-teachers

Scholarships

- Scholarship letters will be going out soon - Districts should make members aware of who got it
- Districts might want to do an article on recipients in newsletters/on social media

Dates to Remember

- April 29 Environment webinar
- May 4 Goodwill Focus Group Meeting re: survey results
Foundation webinar: Virtual Connection and Loneliness during COVID 19
- May 10 AM voting instructions
- May 17 Annual Meeting
- May 19 Forum
- June 1 Deadline for Community Grant applications
- June 3 Acer Cart webinar, Healthy Aging in Your Own Home – online registration
- End of June Important President Meeting
- Sept 15 Building an Elder Care System that Actually Works webinar
- Sept 23 Presidents Meeting
- Oct 14 Presidents Meeting

Committee Updates:

- Communication: Newsletter – *Tim Cunningham*

- Newsletter went out April 23 as did email copies
- Carol Christie commented that it was great.
- Community Grant and Scholarship Committee – *Richard Goodbrand*
 - Contact has been made with the three Wellington Secondary Schools — St. James, Centennial, Centre Wellington — informing each of them of the opportunity for one of their graduating students to receive our District Award.
 - The Committee has received a first draft from Children's Foundation of Guelph Wellington and has suggested improvements. The next draft will be sent by May 6.
- Health – *Shirley Goodbrand*

Highlights of the Benefits Committee Meeting February 22-23, 2021

The February meeting always involves a review of the plan performance. This past year has been an exceptional year for the plan.

- **2020 Financial Review and Benefit Utilization**

The plan surpassed \$175 million in premiums collected.
Claims for all plans decreased.

- A decrease was expected due to moving travel claims from self insured to fully insured.
- COVID restrictions reduced all plan claims.

The result was a significant surplus.

It was recommended to the Board of Directors that the surplus be transferred to the RTOERO Health Premium Stabilization Fund. This was passed at the March Bd of Directors meeting.

Prescriptions were the top claim.

- **Agreement on Share of Travel Surplus with RSA and RTOERO**

Because of significant travel changes caused by COVID a surplus sharing mechanism will begin in January 2021 to promote rate stability and avoid excessive profits made by the insurer.

- This was recommended to the B of D and passed at their March meeting.
- Travel surplus from 2020 was used to decrease the cost of travel premiums starting in 2021.

- A report from **Teladoc Health (Best Doctors)** revealed positive member feedback.

- A sub-committee reviewed the **philosophy and guidelines of changes to the plan**. They reported that any change will meet the needs of the majority of the members at an affordable price. These guidelines were confirmed and process established. Any changes will be determined at the fall benefits meeting for renewal subject to approval by the Board.

Membership/RPWs – *Scott Montgomery*

- 1369 members, 48 actively working, 3 new to District
- Peer Virtual meeting: we feel District 31 does a lot for the members
- Postal Rates are going up: how will that affect the newsletter and recruitment

Political Advocacy – *Brenda McGinnis*

Members are strongly encouraged to tune into the **Vibrant Voices Webinars** which are excellent.

- The next one is Thursday, April 29 at 1 p.m. entitled "Our Earth - Our Responsibility - Take Action".
- RTOERO asks experts in each field to present and so far the experts have provided a wealth of information and ideas. These webinars are also very cost effective. There is no limit to the number of members who can tune in and learn and participate.
- RTOERO has already lined up a good fall selection of topics too.
 - In September, the topic is "Building an Elder Care System that Actually Cares".
 - In October – "Saving the Forest - Saving Us"
 - In November – "Paths to Wellness for Older Persons: Body, Mind and Spirit"
- Maybe our District could branch out into some environmental actions?

In terms of the **Long Term Care Home issue**, the news is discouraging.

- Once everyone in these homes was vaccinated and the death rate from COVID virtually vanished, the spotlight on this issue dimmed.
- Sadly, we are back to COVID conditions in terms of staffing and care that residents are receiving.
- Many PSW's are leaving the field. Homes are very understaffed.
 - Now, once PSW's are vaccinated, they can work in several homes to earn enough money to survive.
 - Their salaries are not going up. The extra three dollars an hour they receive is temporary. There are no benefits.
- As was mentioned in a Vibrant Voices Webinar earlier this year - no one wants to end up in a LTC home but if you have Alzheimer's or severe physical problems and no family members or supports to help you, you may have no choice. In which case, we all want the best possible care in these homes.
- Right now, there is a waiting list in Ontario of close to 40,000 people.
- At this point, many of us in political advocacy are discouraged about continuing to write letters to our MP's. Absolutely no changes have been made.
 - One suggestion I made at a recent Zoom meeting of political advocacy reps and I'm following up on is to email reporters who write about this issue and thank them for keeping this issue in the public eye and asking how we can help to promote better conditions.

Finally, the Commission looking into conditions in LTC Homes is making its recommendations at the end of the month. We look forward to seeing what recommendations will be implemented.

Resolution: *Richard Goodbrand* (report copied)

Apparently the final Annual Meeting document, including Resolutions (3 withdrawn) and 2 Amendments (without written Rationale) will be sent, electronically, to Corporate Members and Observers on April 28. There may be 'suggested rulings' on the Resolutions and Amendments.

- The motion will be sent out to all executive for a vote. The results of the vote will be included in the April 26, 2021 minutes.

Social Media – Richard Goodbrand Many districts are posting a link to their Executive minutes as well as notice of upcoming Exec (and other) meetings on FB and Twitter. Would the Executive be okay with that happening for our District? **Not discussed**

- I have started to post the link to our Newsletter on our FB page.
- Are there other things that the District Executive would like me to post?
- **Other**
Nothing today.
- **Adjournment**
Anne adjourned the meeting at 3:37 pm.
The next meeting will be May 31, 2021 from 3:00 – 4:00 pm.