



MINUTES

**JOHN NOBLE HOME
COMMITTEE OF MANAGEMENT
WEDNESDAY, NOVEMBER 11, 2020**

1:00 P.M.

VIRTUAL MEETING
JOHN NOBLE HOME

Sarah MacCuish
Administrative Assistant

**JOHN NOBLE HOME COMMITTEE OF MANAGEMENT
MINUTES**

WEDNESDAY, November 11, 2020

1:00 P.M.

VIRTUAL MEETING

Councillor Carpenter in the Chair

1. ROLL CALL

Present: City of Brantford
Councillor Carpenter
Councillor Vanderstelt
Mayor Davis

County of Brant
Mayor Bailey
Councillor Gatward
Councillor Wheat

Regrets: Councillor McCreary

Also Present: S. Proulx, S. MacCuish, J. Miller, M. Cox, S. Dykstra, J. Patenaude

2. DECLARATIONS OF CONFLICTS OF INTEREST

No pecuniary interests were declared

3. MINUTES

3.0 Minutes

Moved by Councillor Wheat
Seconded by Mayor Bailey

THAT the following Minutes (3.1- 3.2) BE ADOPTED:

3.1 John Noble Home Committee of Management – October 14, 2020

3.2 John Noble Home Committee of Management, In-Camera – October 14, 2020

4. PRESENTATIONS/DELEGATIONS (list, if any, available at meeting)

There were no delegations or presentations.

5. ITEMS FOR CONSENT

Moved by Councillor Gatward
Seconded by Councillor Vanderstelt

THAT Items for Consent (5.1- 5.2) BE APPROVED

5.1 John Noble Home Administrator's Report [Financial Impact - None] (JNH2020-36)

THAT the John Noble Home Administrator's Report JNH2020-36 BE RECEIVED.

5.2 John Noble Home Monthly Budget Summary for September 2020 [Financial Impact – None – Overall Under Budget at this Time] (JNH2020-37)

THAT the Monthly Budget Summary JNH2020-37 for September 30, 2020 for the John Noble Home BE RECEIVED.

All Items for Consent (5.1-5.2) were voted on and approved.

CARRIED

6. ITEMS FOR CONSIDERATION

Moved by Mayor Davis
Seconded by Councillor Vanderstelt

THAT Item for Consideration (6.1) BE APPROVED

Item for Consent 6.1 was separated for discussion.

6.1 John Noble Home 2021 Capital Budget and 10 year Capital Plan [Financial Impact – Gross \$1,005,000 (2021 requests), City of Brantford \$728,525, County of Brant \$ 276,475] (JNH2020-38)

THAT the John Noble Home 2021 Capital Budget Report (JNH2020-38) BE RECEIVED; And

THAT the John Noble Home 2021 Capital Budget and 10 year capital plan as outlined in Report JNH2020-38 BE FORWARDED to both the City of Brantford and the County of Brant for consideration as part of their 2021 Budget deliberations.

J. Patenaude provided an overview for each capital project listed for 2021. He explained the decision making process when deciding to replace, repair or refurbish assets to involve a balance of asset tracking, review of Maintenance Care reports which track repairs and preventative maintenance, and finances.

J. Patenaude highlighted that the installation of the fire system sprinklers must be completed by year-end 2024 as a result of changes to the fire code that now make the sprinklers mandatory in non-resident areas.

7. PRIVATE AND CONFIDENTIAL ITEMS

Moved by Mayor Bailey
Seconded by Mayor Davis

THAT Committee MOVE IN-CAMERA to discuss the following items (1:16p.m.)

MOTION TO MOVE IN-CAMERA
CARRIED

Staff left the meeting. J. Miller, S. Proulx, M. Cox, S. Dykstra and S. MacCuish remained.

7.1 John Noble Home Collective Agreement Renewal with the Ontario Nurses' Association (JNH2020-39)

Labour Relations and Employee Negotiations

The Committee met In-Camera, discussed item 7.1, provided direction to Staff and returned into Open Session (1:30p.m.)

8. CORRESPONDANCE

9. RESOLUTIONS

10. NOTICES OF MOTION

Moved by Councillor Vanderstelt
Seconded by Mayor Davis

THAT Committee MOVE IN-CAMERA to discuss the Item 10.1 (1:32p.m.)

Personal matters about an identifiable individual, including municipal or local board members

MOTION TO MOVE IN-CAMERA
CARRIED

Staff left the meeting. S. MacCuish remained.

10.1 Management Pandemic Pay

Whereas, the John Noble Home was provided additional Pandemic funding, AND

Whereas, there are pandemic budget dollars available; AND

Whereas, Unionized nursing staff were recognized by the Province with additional hourly wages for their excellent work and dedication, AND

Whereas, the Province did not provide additional recognition for Salaried management who through their dedication have also worked many extra hours to keep our Residents and Home safe;

Therefore, be it resolved that the Board of Management of John Noble Home approve a onetime bonus of \$500 to each of (10) ten Management employees' in recognition of their outstanding efforts and dedication to the John Noble Home during this Pandemic.

The Committee met In-Camera, discussed item 10.1 and returned into Open Session (1:51 p.m.)

11. QUESTIONS

Councillor Carpenter asked S. Dykstra to review the increased hours of care that was announced by the provincial government and to provide an approximation of the number of hours of care within the home. The announcement did not specify if the four hours of care is worked hours of care or paid hours of care. This announcement could have impacts on the budget.

S. Proulx stated that the Home has not received information regarding the \$3 increase for PSW's.

Councillor Carpenter commended S. Dykstra on the excellent job of hiring PSW's. He acknowledged the challenges of hiring and retaining staff with the current restrictions on health care workers to only have one employer. It was suggested that the Home may want to review options to retain staff such as increasing the amount of full-time vs part time positions.

S. Dykstra clarified that currently there is legislation that does not allow for health care workers to work in more than one health care facility.

12. NEXT MEETING

The next meeting of the John Noble Home Committee of Management will be held on Wednesday, December 9, 2020 via Zoom.

13. ADJOURNMENT

The meeting was adjourned at 2:00 p.m.

Councillor Carpenter
Chair

S. MacCuish
Administrative Assistant