

# PATHWAYS TO INDEPENDENCE

**JANUARY 26, 2022, 1:30PM TO 3:30PM**

**ZOOM VIRTUAL PEER GROUP MEETING NOTES**

**Hosted By:**

**Paul Gauthier,**

Executive Director

Individualized Funding Resource Centre Society

**Ruth Marzetti**

Executive Director

Technology For Living

Pathways To Independence was created for peers to come together and share information and updates on current issues facing people with disabilities. More than ever, people with disabilities must come together as a unified group. How we support each other through crisis and every day hurdles will strengthen us as a community and as individuals. Living independently is a choice and comes with challenges; through unification people with disabilities make a difference; each voice is important.

**The January 26th, 2022, meeting was attended by approximately 90 people.**

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## Technology for Living Updates with Taylor Danielson, Community Coordinator

### *Accessible Nature Wellness Program*

A reminder that the next session is on March 9<sup>th</sup>, 2022 at 1:00PM

If you are interested in participating, you can still register by emailing Kari at [Kari@ecowisdom.ca](mailto:Kari@ecowisdom.ca)

### *Simon Cox Student Design Competition*

Technology for Living is well underway with this year's competition, with several teams from universities in the province already working on projects with peers.

Thank you to the Pathways peers who have submitted ideas over the past year and took time to discuss them. They will be shared with student teams as they come looking for ideas; several have already been chosen.

We accept ideas throughout the year and if you have an ideas, at any time, please reach out to me by email.

Taylor Danielson Email: [tdanielson@technologyforliving.org](mailto:tdanielson@technologyforliving.org)

**The date for this year's virtual event is May 7<sup>th</sup>, 2022. More information will be shared as it's updated.**

**Save the date because we would love to have all of you attend!**

### *Peer Team Recruitment*

Technology for Living is currently recruiting new staff for our Peer Team.

We are looking for like-minded individuals who want to help move us forward. If you, or someone you know, is interested in joining our team, please email Ean Price for more information.

Ean Price Email: [eprice@technologyforliving.org](mailto:eprice@technologyforliving.org)

### *Custom Built Hoyer Style Lift*

A used, custom built Hoyer style lift is available. The lift was customized for travelling, particularly for doing transfers in an airplane. If you, or someone you know, enjoys travelling and may have use for the lift, please reach out to Susan Dessa for more information.

Susan Dessa Email: [sdessa@technologyforliving.org](mailto:sdessa@technologyforliving.org)

### *Taylor's Amazing Smart Device Home Tour!*

We Talk Tech will be debuting a new video at the February 23<sup>rd</sup>, Pathways Meeting!

The video is a tour of the smart devices in Taylor Danielson's home, in which he will share what technology he is using in his home and how it increases his independence. The video will be fun for everyone and also provide inspiration and ideas for how you can use technology.

Watch Taylor's Amazing Home Tour Trailer, [Click Here!](#)

## Omicron and PPE, with George Tomlinson, Georis

For the Personal Protective Equipment (PPE) Project, to purchase, [Click Here!](#)

The world is now adjusting to Omicron, and we must change our efforts to stay healthy. The Omicron variant spreads with a very small amount of the microscopic droplets inhaled, making it more infectious.

This brings us to our only real defense, after vaccination: Distance and Medical Grade Masks

Distance: We recommend that you comply with the BC Public Health Officer's restriction on gatherings and public places to ensure safety.

Masks: There are two kinds of masks; Surgical Masks and Respirators (N-95s)

1. You should use medical grade masks
2. What is the difference between Medical Grade Masks and non Medical Grade Masks?
  - a. The difference is in it's ability to fit reasonably well and to stop moist particles, not just small particles.
3. If a surgical looking mask does not have an ASTM certification, then it is a dust mask. The ASTM Levels 1, 2 and 3 are the levels of moisture it will keep out.
  - a. Level 3 is the best of those levels
4. If you are out of the house, in the public and keeping distant from people, then the non-medical masks will work.
5. If you are in close proximity to others, then you should be wearing a medical grade mask
  - a. The flaw in the medical grade mask is in how it fits. There are usually gaps on the sides and by the nose.
  - b. Medical grade masks minimize these gaps, but do not eliminate them.
6. An answer to the problem is to wear N-95 masks.
  - a. If you wear the N-95 NIOSH rated Medical Respirators, which are fitted to the face and tested, then you are as protected as is reasonably possible.
  - b. However, the N-95 NIOSH rated N-95 mask is so tight, it is difficult to wear.
    - i. You will recall the images of the healthcare workers that came out in the early days of the pandemic, and how their faces had red marks and pressure injuries.
    - ii. Now the hospitals only have staff wear N-95s if they must be protected quickly, otherwise the COVID wards use helmet based ventilation units, and other methods, to keep staff safe.
7. When Dr. Tan and Dr. Henry speak of masks, they are talking about Medical Grade Masks.
  - a. N95s and KN-95 Masks
  - b. So where does that leave us? The answer is a combination of masks and your own ingenuity.
  - c. We do have the Medical grade Surgical Mask that stop the particles but has leaks on the sides and the Non-Medical KN-95 that will fit well but is not great for Moisture.
    - i. Either option works if you can maintain distance or are outside.
8. Options
  - a. Wear a Medical Surgical Mask, then fit the non medical KN-95 or N-95 over top.
    - i. The second mask will help close the gaps
  - b. The nose area is often the biggest problem so try twisting the straps to increase the tension, or wear a strap manager on the back of your head.

9. You need to be aware that non-medical grade masks are not a very good protection against Omicron. KN-95 are only as good as their fit and must be worn very tightly to be effective. They are not recommended when your caregiver must be close.
10. The **IFRC and GEORIS** website has both Medical grade masks and KN-95 (non-Medical) available. We are continuing to try to source easy fitting medical KN-95s that will work for your needs.
  - a. We have Sold out of Medical Grade N-95s and will not be getting more.
    - i. No one that used them wanted them again, and they are very expensive.
    - ii. If you can get a Medical Grade N-95, it is recommended that you put it aside for emergencies.
11. Other Masks and Options
  - a. Homemade cloth masks are ineffective if worn as a single layer
    - i. If nothing else is available, Health Canada recommends they be worn as two tightly woven cloth layers with a filter between
  - b. Medical mask with a cloth mask over top to close the gaps

### Questions and Answers

Q. We ordered ASTM – 3 masks, are these okay?

A. ASTM Level 3 are fine. Those are surgical masks, the blue ones that we see everyone wearing. The medical masks, Level 3 will stop all of the particles from coming in; the issue always with them is the gaps on the sides and on the nose. You want to make sure that they are as tight as you can get. Do not let anybody wear them when there is a big gap at the nose. Make sure they are pushing it in as tight as they can and keep those sides tight because that's where the air is getting in.

Q. Is it recommended to wear the medical mask with the fabric mask on top?

A. The fabric mask over top with the medical grade mask underneath is the protection you need. It closes the gap.

For more information contact George Tomlinson at [george@georis.ca](mailto:george@georis.ca)

### COVID 19 Booster Shots

Booster shots are available to everyone, six months after their last vaccination.

If you, or your staff, did not receive an invitation, you can contact the health office to ensure they have you vaccination information up to date and to register for a booster shot.

Telephone: 1-833-838-2323 Source Website: [Click Here!](#)

The Association of CSIL Employers (ACE) brought this to the Ministry of Health's attention last month because there were quite a few people who were concerned about not getting contacted, and they wanted us to find out if there were people who were struggling to get an appointment for the booster. If you are struggling with this, please let me know. Knowing that, the phone number and that link is available. That should help everyone.

Email Paul at [pathways@ifrcsociety.org](mailto:pathways@ifrcsociety.org)

## COVID Test Kits

Over a million COVID-19 rapid test kits have been received in BC and are being distributed across the province. The Ministry of Health are making them available to CSIL Employers through the Health Authorities.

ACE brought this to the Ministry of Health, asking how CSIL Employers and other people with disabilities are able to get access. The Ministry of Health, appreciated the question and I have been told by their office that in the next week or so, there will be communication out to CSIL Employers on accessing the kits.

**Peer Comment:** Early in the pandemic, I needed to be tested. I had to walk to the testing clinic because there was no other way to get there at that point. I put in a complaint to a number of different jurisdictions but in the end, it was heard by the Patient Quality Care office, both in my local Health Authority and Provincially. The result of that is that they are supposed to be asking if people have an ability to get to the clinic or for the testing, and if they are not doing that, then perhaps another complaint needs to be put in.

**Peer Comment:** In the Vancouver Coastal Health Authority and Fraser Health regions, if you are not a HandyDART user but you need transportation for a vaccine clinic or test clinic, HandyDART will provide you transportation. You cannot just register, you need to go through your Case Manager or the Health Authority, and they will notify HandyDART, to have you picked up at your door.

## COVID-19 Support Medication

Health Canada has approved the Pfizer COVID-19 pill, Paxlovid, and pre-purchased one million doses.

1. **This is NOT a replacement for vaccinations.**
2. Distribution priority is for those who are at the highest risk.
3. This is a highly effective oral, therapeutic pill to help control Omicron.
  - a. **If you get sick and are vulnerable, you must ask your doctor for a prescription within the recommended five day window.**
  - b. This pill will help prevent serious illness.

Please note that the pill is in high demand and as they introduced it, there was a roll out problem. This may change as they proceed and more arrive in BC.

**To read the Government of Canada Information on Paxlovid, [Click Here!](#)**

A CSIL Employer advised that his doctor prescribed Nasal Nitric Oxide, which has been known to reduce the spread and prevention progression of COVID. This has not yet been formally approved for COVID use by Health Canada, but it is an alternative you can discuss with your physician.

Nasal Nitric Oxide, made by SaNOtize Research and Development Corporation in Vancouver, is currently undergoing clinical trials in Canada on it's effectiveness for COVID-19.

## 5 Day Paid Sick Leave

### *Association of CSIL Employers (ACE) Update, with Paul Gauthier*

There have been concerns around the 5 day paid sick leave and how CSIL Employers will be able to pay for this. ACE Executives met with the Ministry of Health and expressed the concern that CSIL Employers cannot cover this expense with the funding they receive.

As a result of the meeting, the Ministry of Health has confirmed that CSIL Employers will be reimbursed for compensating employees taking up to 5 days of sick pay per BC Employment Standards.

However, this was contingent on the CSIL Employers not having surplus funding. ACE countered that this is insufficient and unfair for those CSIL Employers who have been diligent with their funds to accommodate unexpected emergency situations.

Therefore, efforts are underway with a commitment from Finance to support all CSIL Employers regardless of surplus circumstances. We are still awaiting final written directives from the Ministry, so until that time, there remains a possibility that the Health Authorities may not have been updated as well.

Please note, that the IFRC heard from one of their Fraser Health Payroll clients, that Fraser Health verbally told them that if they clearly document it on their monthly financial statement, they will be reimbursed. This is great news, but it is recommended that when the Health Authority provides you with information verbally on how to request reimbursement, that you ask them to confirm the information in an email.

### *Calculating the 5 Day Paid Sick Leave, with Kim Ho, IFRC Accountant*

**Eligibility:** Full time, Part time, Temporary and casual workers are eligible after 90 days of employment with the employer. Anyone who has worked three months or longer are entitled to all of the 5 days.

**To calculate an average day's pay,** look at the 30 calendar days before the **first day of the leave** and divide the total wages by the number of days worked.

#### **What is included in the total wages?**

1. Salary (or Hourly Wage)
2. Statutory Holiday Pay
3. Paid Vacation
4. Sick Pay

#### **Do not include Overtime Pay**

**Please Note:** We pay the worker an “average” sick day’s pay, not the actual hours that they would earn if they had actually worked that shift.

**Example:** if the caregiver is scheduled to work 2 hours, but they call in sick, to calculate the pay you have to go back 30 days to calculate accurately.

If the average sick day pay happened to be more than two hours that we scheduled for the worker to come to work on that day, you must pay that number of hours the calculation gives you, not the actual number of hours that they were scheduled to come to work that day.

- Per BC Employment Standards, the sick pay must be paid out in the current pay period.
- Sick Pay is insurable, pensionable and taxable earnings. It is subject to mandatory deductions of EI, CPP and Tax deduction.
- Sick Pay is also Vacationable earnings and WorkSafe BC assessable earnings. We have to calculate vacation pay or vacation accruals on the sick time and we do have to calculate the premium for WorkSafe BC on Sick Pay also.
- I also recommend that the Employers or Payroll persons/Bookkeepers keep a log or a spreadsheet for each worker taking sick time, to track the number of sick days taken for each worker
- Each employee is entitled to 5 Paid Sick days per employment year not per calendar year.
  - For example, a worker started to work on October 31st, 2021; the employment year ends on October 30<sup>th</sup>, 2022.
- Besides the 5 Sick Pay days, we still have the 3 days Unpaid Leave. That has always been BC Employment Standards.
  - A total of 8 days: 5 Paid Sick days and then 3 Unpaid days.
- Please remember that the 3 days paid for COVID related leave expired on December 31<sup>st</sup>, 2021. There are no additional days paid for COVID related leave.
- If the Ministry of Health will make a commitment to reimburse the amount of Sick Pay that CSIL Employers pay the worker, we do yet not know how they want it reported.
  - On the safe side, we recommend that we all keep track of the Sick Pay amount and all related employment costs like CPP, EI, WorkSafe BC, vacation accruals, and then put it on a separate line on the monthly financial statement just to remind them that they still need to reimburse us for those amounts.
- We strongly recommend that you provide a memo with your financial statement to call the Health Authority's attention to the additional line items.
  - You can also include in the memo that you're aware that the Ministry of Health is addressing this issue and you would like this put forward for the record.
- That way those who do not feel comfortable communicating with your case manager, there is another option.

- If a CSIL Employer goes into a deficit because of Sick Pay, that Sick Pay is going to show a deficit at the end of the month. The Health Authorities will be lenient, especially if you create the memo that goes with your financial statements.
  - The financial statement memo could just say, “I paid out \$800 for sick pay. You will see that I am in a deficit of \$800. It is because of the required Sick Pay.”
  - You should not get a letter in the mail about your deficit if it is directly related to the sick pay.

### Questions and Answers

**Q.** For those of us who are bad with numbers like me and have the very smart people in the accounting department at IFRC do our payroll, what information do you need from us to process the Sick Pay? Is it just the days that are being taken off?

**A.** Let us know on the timesheet; on the date put Sick Paid Day. Please remember when calculated the amount may be less as it is average day's pay.

**Q.** My bookkeeper is extremely confused and went to huge efforts to try and get answers and got nowhere, instructions would be quite helpful. Or is it up to me to send what we get from you on to them.

**A.** If, after receiving the notes, anyone requires additional assistance or clarification you can contact me at the IFRC to arrange a call to discuss this. You can bring your accountant to the call if you like, and we would do that as part of the Pathways Program.

**Q.** When you say to put it on a line on the financial statement, in terms of the gross wages for the month, would we include the Sick Pay in that and all of the deductions for EI and the matching amounts from us as the employer and for CPP or do we treat the Sick Pay and leave it out? Can't we leave it out of the financial statement if we are going to write cheques for it?

**A.** Kim Ho: I have not done that because the Sick Pay only started on January 1<sup>st</sup>, so I have not finished any Financial Reports for January yet.

- I was thinking that we could include the Sick Pay gross amount plus all the employer costs like CPP, E.I., WorkSafe BC, and others as stated above, and put it in one line.
- Then we deduct because there is a line for net pay.
- We deducted from the net wages in order to make the cash balance, balance.
- That is how I am planning to do it if there is any disagreement on how it's presented with the Health Authorities, they will call me and they will tell me what to do differently.

**Q.** There is also the EI and CPP contribution that has to be part of the Revenue Canada submission every month?

**A.** Yes, that is why we deduct the full amount of Sick Pay and all employer related costs to the net wages line item. We do not touch the CRA because the CRA remittance amount has to be the same as on the receipt.

**Paul Gauthier:** This is why it was challenging to work with the Ministry of Health around CSIL Employers because they were asking what percentage of an increase do we want to see, but it would range anywhere from 2% to 10% depending on how many employees you ended up hiring in a year.

It could be a significant amount of money and that is why it was important that we come up with a system that says, *“It is your policy, your rule that anytime we end up having to pay out Sick Pay, we should get reimbursed for whatever we have to legally pay out.”*

**As a reminder for everyone,** temporary CSIL Exceptions are in place until April 1st, with a 90 day transition time to July 1st. During the exception, CSIL Employers are permitted to hire immediate family members without getting prior approval from the Health Authority

**Paul Gauthier:** It is important for us all to have this conversation and please let me, or Ken Kramer or Tim Louis know if you are aware of have any problems regarding this. You need to let us know so that we can get on top of it.

### *5 Day Paid Sick Leave Communications with Employees, with Paul Gauthier*

When communicating with your workers about the paid leave, employers are entitled to ask for “Reasonable sufficient proof”.

Everyone’s relationship with their workers is different and you may employ staff who have been with you for many years. You can use your judgement on who to make requests of.

Some examples for requesting proof are:

- Doctor’s note
- Receipt from a pharmacy for medication
- Medical patient bracelet from a hospital

**What is reasonable depends on the situation. Some details to consider might be:**

- **The length of the absence**  
For example, it may not be reasonable for an employee who only missed one day of work due to a migraine to provide proof
- **An established pattern of absences**  
For example, if an employee is always ill the day before a long weekend, it may be reasonable for the employer to request proof
- **Is proof available**  
For example, if the employee has returned from leave and is no longer ill, they may not be able to get a doctor's note
- **The cost of proof**  
For example, it may not be reasonable for an employer to require proof every time if a doctor charges \$50 per request

**Source Document:** [Click Here!](#)

- i. On the web page, scroll down and expand “Illness or injury leave (sometimes called sick leave)”

## Staff Shortages: Issues and Crisis

### *Association of CSIL Employers (ACE) Update, with Paul Gauthier*

ACE has requested that the Ministry of Health provide CSIL Employers with Emergency funding to have the ability to top up wages by \$15 in order to get, and keep, staff. **(Please note, that this has been accepted by the MOH)**

Our position is that we are allowed to utilize agencies and we can pay top dollar for an agency so this would be an appropriate measure.

At the time of this meeting there were no solutions, but the Ministry had made a commitment to provide ACE with further guidance over the next several weeks.

The Ministry of Health has requested statistics on specific staffing challenges, separated into Health Authority jurisdictions.

On behalf of ACE, the IFRC will send an email out to the CSIL Employers, whom we have an email address for, to canvas the employers for their current staffing challenges. The responses will be formatted into a report and submitted to the Health Authority.

Please note, that the names of the contributors will not appear on the report. You are welcome to send your thoughts, comments, or stories to Hilary at any time at [hilary@ifrcsociety.org](mailto:hilary@ifrcsociety.org)

### *Staffing: Community Support*

The staffing crisis is impacting CSIL Employers around the province and as this has become a critical issue for many, let's talk about sharing staff.

We all have different hours and I know it can be challenging, but when we are dealing with a crisis, perhaps there are ways for employers who live close to each other, can connect and discuss the situation with their caregivers.

In any crisis a community bands together and supports one another as best they can and I believe we can also do this around staffing. We welcome everyone's ideas so if you have an idea to share, where we can work as a group to support others, please email Hilary Currie at [Hilary@ifrcsociety.org](mailto:Hilary@ifrcsociety.org)

**Peer Comment:** With regards to the sharing of staff, I totally agree that we are in a crisis time and community sharing is a great idea. I would think one of the things that could happen between the employers is to come up with an agreement of what we do and don't discuss with the person that's coming in to fill in. In my experience in the past is that because people do things differently.

If the staff is provided with little bits of information, they will come back to me and say, why don't you do this or why don't you do that? I think maybe developing an agreement amongst the employers of limiting what we are sharing about CSIL and what we do, if that makes sense communicating?

**Paul Gauthier:** I think it makes a lot of sense and I have heard that concern before. As you communicate with each other, being clear about how that employment relationship is going to work is critical.

Example: Some CSIL Employers may not tell them they are even on the CSIL Program. Some people maybe just say, I am the employer and thanks for coming to work for me and tell them nothing about CSIL Program.

**Peer Comment:** As part of our community we can have a dialogue where we create a trust amongst each other. Creating an understanding, and it can be just as an example, as simple as *“I had a staff come from somebody else that was on the CSIL Program and that person had funding for a live in but wasn't currently having a live in person but because it was live in, they could pay the person for their meals that they had.”* I don't have a live in because I don't have that funding and yet I had to justify my offered wages. There were difficult conversations with the staff because of that.

**Paul Gauthier:** The other matter pertains to Confidentiality Agreements. Having confidentiality agreements between you and your employee is important and if anyone ever wanted a sample of an employee confidentiality agreement, you could also email Hilary and she can give you a sample of what we recommend to a lot of our clients to use.

**Peer Comment:** I have had the same experience, where it's worked to share staff, like on a casual basis or when there is an emergency situation. Who thought this [pandemic] would last two years? I feel like my life is totally on hold because I don't have the staff to cover all my shifts. I am not working because I just don't have the help. It's not because of this emergency sickness. It's because I cannot pay people enough. I can't compete with other wages that people are paid through facilities. I have lost staff to facilities, other people left for facilities, it's ridiculous.

**Paul Gauthier:** We have made it very clear to the Ministry of Health that the parity amount that some CSIL Employers are getting, and when I say parity I mean the hourly rate, has not stayed true to the original agreement.

ACE has requested a review of the CSIL Program hourly rate because care facilities and all other areas have increased the dollar amount per hour for their employees and so the parity rate for CSIL needs to change to deal with not just the hourly rate, but the employee benefits on top of it as well.

The full amount of percentage needs to be incorporated within the CSIL dollars that we receive. It is on top of our agenda. It's right there with the fact that they go hand in hand with the CSIL hourly rate, but it's the appropriate assessment of hours. If people got the appropriate assessment of hours, they would not have to stretch their dollars out.

A CSIL Employer has talked to our organization a lot about supporting CSIL Employers by putting posters up in the community. We are starting to do it at the Individualized Funding Resource Centre Society by putting up small posters in the community areas such as coffee shops, libraries, recreation centres etc. Pharmacies and grocery stores typically have a community board that people utilize.

The posting should be small, so it fits the bulletin board easier; perhaps a half page. Write a short summary about the position and the experience and education of the type of applicant you seek. If you have assistance, you can create a document with the pull off tabs at the bottom, for people to take away your email address.

We used to do this type of staffing search many years ago. I think it is time to go back to looking at that kind of approach, on top of all the other advertising options that we have.

### *CSIL ACE Facebook Group*

As many of you are already aware, ACE created a Facebook group for CSIL Employers and their legal representatives to come together in a private group to share information, solutions and needs about the CSIL Program.

CSIL Employers have begun to post their staffing needs within the group. This is a great idea because it gives peers an opportunity to help their staff find additional work, or they may know of a personal support worker who may be a good fit for the posted position.

It's an opportunity to share employees, and to brainstorm as a community.

If you are not yet a member of the CSIL ACE Facebook Group, and are a CSIL Employer or a legal representative, you can request to join. You will be asked a couple of questions.

Hilary Currie, is the Executive Assistant at the IFRC, and is an Administrator for the group and will authenticate your request and admit you.

**The URL is:** <https://www.facebook.com/groups/CSIL.ACE>

### Legal Advise or Representation as it relates to non-vaccine compliance Termination

#### *Association of CSIL Employers (ACE) Update, with Paul Gauthier*

ACE requested that the Ministry of Health allow CSIL Employers to get the legal representation that they require for termination of non vaccinated workers.

You may have seen in the news that workers across Canada are filing wrongful dismissal claims against employers for being dismissed for not being vaccinated.

**Please note** that we did read through a number of these articles and it seems that the employers are not in an industry mandated for vaccinations. Instead, they are random businesses who have decided to implement vaccination policies on their own;

- Ie. Ducks unlimited (they fired an accountant who worked from home)
- Maple Leaf Sports and Entertainment
- These are employers who have no safety net

**CSIL Employers were included in the Order from the Provincial Health Officer and that Order is under the BC Health Act, and therefore, law.**

### September 30<sup>th</sup> Truth and Reconciliation Statutory Day Reimbursements

Employers have been reporting that they after submitting their claim, they are still waiting for their reimbursement to come through from their health authorities.

It's been a couple of months since your submission, so I recommend you send an email to where you submit your financial statements to and request an update on when the reimbursement is coming.

It's always a good idea to keep this in writing if you can. If you need assistance in formatting a letter you

can reach out to Hilary Currie to obtain a template.

Hilary Currie Email: [hilary@ifrcsociety.org](mailto:hilary@ifrcsociety.org)

## Community Updates

### *Accessible Nature Wellness Program*

Many people from Pathways attended the Accessible Nature Wellness session on January 15<sup>th</sup>. We had a great turnout of over 50 people. Paul Gauthier was there, and it was a very lovely, combined session with the nature service and a lovely celebration for Nancy Lear. Nancy's family attended and were very pleased and touched by additional, kind gestures put forward by Technology for Living and the Individual Funding Resource Centre Society.

**Reminder: the next session March 9<sup>th</sup>, 2022 at 1:00PM**

If you are interested in participating, you can still register by emailing Kari at [Kari@ecowisdom.ca](mailto:Kari@ecowisdom.ca)

## Upcoming Pathway Meeting

### *Date & Time*

Wednesday, February 23rd, 1:30pm until 3:30pm

### *Topics*

1. Technology for Living Updates
  - a. Taylor's Amazing Smart Device Home Tour!
2. Home Support Assessments
  - a. New CSIL Time Allocation Tool, TAT
    - i. previously known as Time Task Analysis, TTA
3. Community Updates

Peers are reminded that if they have a topic idea, or a community update, for a future meeting, to please send an email to [pathways@ifrcsociety.org](mailto:pathways@ifrcsociety.org)

**Pathways To Independence Peer Group Meeting Notes and pertinent documents are uploaded to <https://www.ifrcsociety.org/pathways>**

**THANK YOU FOR YOUR ATTENDANCE AND CONTINUED CONTRIBUTION TO THE MEETING!**