

**Bright Starts Cooperative Early Learning Centre Board Meeting**

Monday, March 30<sup>th</sup>, 2020, 12:00pm

**Chairperson: Jennifer Bleakney**

On Minutes: Phil Boyle

Meeting by teleconference

In attendance: Jenn Bleakney (JB), Phil Boyle, Stacey Reid (SR), Nomair Naeem, Marina Ivanova, Leanne Varey, Karen Hinnigan, Tetyana Reichert, Amina Giliani, Robilyn Vanos, Mahyar Shafih Owen Gallupe

Regrets: Mark Stuart, Jenn Tung, Scott Leatherdale, , Veronica Michael, Hassan Asif,

**12:00 Approval of Agenda**

Moved by Phil

Seconded by Marina

All in favor, none opposed, no abstentions

Motion carried

**12:05 Discussion regarding changes announced on March 27 to federal Temporary Wage Subsidy for small businesses**

Federal announcements regarding Temporary Wage Subsidy might have an impact on our previous motions. The program will apply to businesses that see a drop in revenue of over 30%, retroactive to March 15. We don't know right now how long it will last or if there is a cap on the number of employees. The goal of the program to retain staff on payroll rather than lay them off. Hopefully we will know more in the next couple of days.

SR – this is a good thing and probably the way we want to go for our employees. It will get them up to 75% of previous earnings. We should get more details tomorrow. It will save us money and save us from having to issue all the ROE's, which costs money too.

General discussion: if the wage subsidy goes back to March 15<sup>th</sup>, can we revisit reimbursing March fees? The funding would come right to Bright Starts so maybe it will free up money for that. Can we also top-up our employees beyond 75%?

Discussion of staff outreach during closure: can we have some staff do outreach during the closure while they are home and getting paid? Perhaps we can create a Google doc for parents to connect with each other. Stacey will put some thought into it after the current crunch has passed.

Questions of financial impact of wage subsidy; we need to have Mark review finances to see the cost of topping up our staff beyond 75%. There is a cap of salary at approx. \$58k but no staff makes that much. It will now be cheaper for us to get our staff up to 100% of salary. We need to trump our motions from Friday so that Stacey has certainty on how to move forward.

**Motion:** In anticipation of information regarding the federal Temporary Wage Subsidy for Employers to be released this week, the Board suspends the motions passed on Friday, March 26<sup>th</sup>, 2020, pertaining to 1) placing all staff, which the exception of Stacey Reid and Karen Hinnigan, on an emergency leaves of absence effective April 6<sup>th</sup>, 2020, 2) the payment of supplemental unemployment benefits to staff during the emergency leaves of absence, and 3) the discontinuation of employer-paid RRSP contributions for staff on emergency leaves of absence.

Moved by Jenn B

Seconded by Leanne

All in favor, none opposed, no abstentions

Motion carried

**Motion:** In anticipation of information regarding the federal Temporary Wage Subsidy for Employers to be released this week, the board suspends the motion passed on Friday, March 26<sup>th</sup>, 2020 pertaining to placing Karen Hinnigan on an emergency leave of absence after the April pay periods.

Moved by Phil

Seconded by Nomair

All in favor, no oppositions, no abstentions

Motion carried

### **12:33** Executive Director updates

SR – hopes to have more of a plan regarding staff engagement during the closure. There was one very upset email from a parent about the decision to not reimburse March fees. JB and SR coordinated to respond to the parent. The region is starting to offer emergency childcare to frontline workers like paramedics and nurses. Some parents have been asking to hire staff for childcare but not sure if this is a good idea right now.

Question about email from parent re March fees: if we decide later to reimburse March fees, we don't want to appear like we are cowing to this person, who might take credit for it. Can we prevent that? SR/JB: we wanted the person to feel heard but also ensure that we communicated that the board made the decision and might revisit that decision in the future.

Board will meet again on Wednesday, April 1<sup>st</sup>, 2020, to discuss Temporary Wage Subsidy for Employers. JB will run numbers by Mark to see what kind of top-up we might be able to offer.

**Motion** to adjourn at 12:49pm

Moved by Jenn B

Second by Phil

All in favor, none opposed, no abstentions

Motion carried