

REACH Board Meeting Minutes
Wednesday July 4th, 2018

Present: Jane Turner, Neal Jennings, Colleen Fuller, Piotr Majkowski, Scott Clark, Mike Ma, Alice Munro, Una Walsh, Bill Hood, Jim LeMaistre

Staff Representatives: Nicole LeMire, Afshin Jaber (Pharmacy), Maria Botero (Dental), Wendy Redhead (Medical), Patricia Dabiri (MFC), Makiba Brown (Admin)

Regrets: Ruth Herman, Emma Macklem, Diana Day

1. The agenda was adopted as amended M/S/C
2. The minutes of June 6, 2018 were adopted as amended M/S/C
3. The Reach board thanked Afshin Jaber for bringing in the Naloxone kit distribution program, Wendy Redhead for organizing the Naloxone training and Natalie Blair for showing the Board members how to use the kit. M/S/C
4. The board approved the changes to the following policies: M/S/C
1.3, 2.7, 2.8, 2.9, 3.3, 3.4, 3.6, 3.7, 3.8, 3.9, 4.1, 4.2, 4.4, 4.6, 5.1, 5.2, and 6.1.
5. a. That motion tabled in the June Board meeting be lifted from the table. M/S/C
b. That Board meetings be held on the second Tuesday of the month starting in October, 2018. M/S/C
6. That Reach investigate buying an institutional membership in the East Vancouver Food Coop on Commercial Drive. M/S/C
7. That the Board of REACH approve the year end 2018 audited Financial Statements for publication and presentation to the members at the Sept, 2018 AGM. M/S/C
8. Given that REACH has provided health care to many children (and families whose children) have benefitted from attending the Phil Bouvier Family Centre over the years, and that these families have included Indigenous and non Indigenous, working poor families and those with children with special needs and regular needs, the elected Community Board of REACH expresses its serious concern at the potential closure of this Centre.
We call on all parties responsible for the ongoing operation of this Centre to find an immediate solution to this crisis that maintains (and hopefully expands, up to the originally intended plan) the crucial childcare that this Centre provides to the community. M/S/C
9. That the Executive Director present to the Board a plan for the development and use of the CRU space at the September Board meeting. M/S/C

10. a. That the Board move into committee of the whole with staff present. M/S/C
- b. That the Board rise and report that the following motions were carried:
- i. Starting salaries for CDAs will minimally be \$21.00 per hour. After 1 year of Successful* employment, the employee salary for CDAs will be raised to \$24.00 per hour. No incoming employee will receive \$24.00 per hour in the first year of employment.
 - ii. The Board will immediately initiate a payment/grid review process to be conducted by a joint staff/Board committee as establish in HR policy 14.1. Should any changes occur as a result of the review, they will be retroactive to July 1, 2018.
 - iii. The following employment principles will be added to our current HR policies:
 - a. Reach is a living wage employer.
 - b. Reach pays its employees at least market rates.
 - c. Upon successful* completion of a performance review, all employees performing the same job will be paid the same wage.
 - d. Reach will avoid using sub-contracted services.

*Successful is defined as receiving a positive, written evaluation from the supervisor or manager responsible for the employee at the end of the probation period.

11. The meeting was adjourned at 9:15 pm M/S/C