

**Trillium Health Partners  
Board of Directors Special Meeting Minutes  
Thursday, September 14, 2023**

VIA VIDEOCONFERENCE

**In Attendance:**

<b>Elected Directors</b>	Ms. Christine Magee (Chair); Mr. Adam Burke; Mr. Mark Cummings; Mr. Howard Eng; Dr. Mohamed Lachemi; Mr. Michael Latimer; Ms. Jennifer Lee; Mr. Gregory Smith; and Ms. Melanie Steiner
<b>Ex-Officio Directors</b>	Ms. Karli Farrow; Dr. Joan Murphy; Ms. Terri Irwin; Dr. Indraneel Ghosh; and Dr. Sujata Sikka
<b>Senior Management</b>	Mr. Scott Jarrett; Dr. Dante Morra; Ms. Nicole Vaz; and Ms. Caroline Vinette-Hancharyk
<b>Guests</b>	Ms. Danielle Sanagan
<b>Regrets</b>	Mr. David Allgood; Ms. Michele Darling; Dr. Amir Ginzburg; Dr. Patricia Houston; Mr. Kevin Johnson; Ms. Joan Mohammed; Mr. Carmine Nigro; Ms. Caroline Riseboro; Mr. Paul Sabourin; and Mr. Manjit Singh
<b>Resource</b>	Ms. Paula Di Turi

**1.0 Call to Order**

The Chair called the Board of Directors (Board) special meeting to order at 4:00PM. The Chair confirmed quorum.

**1.1 Approval of Agenda**

The Chair reviewed the agenda with the Board members. No revisions were made.

**MOVED** by Mr. Latimer and seconded by Ms. Lee that, the Agenda for the September 14, 2023 Board's special meeting, be approved.

**CARRIED**

**1.2 Declaration of Conflict of Interest**

The Chair reminded the Board that conflicts are to be declared as the agenda item arises.

**2.0 Consent Agenda**

The Chair presented the Consent Agenda for discussion and approval.

**MOVED** by Mr. Cummings and seconded by Ms. Lee that, the Consent Agenda for the September 14, 2023 Board's special meeting, be approved.

**CARRIED**

**3.0 Key Update**

**3.1 Non-Union Compensation**

Ms. Sanagan joined the meeting.

## Board of Directors Special Meeting Minutes – Thursday, September 14, 2023

Ms. Farrow provided an overview on non-union compensation and pressures on THP relating to Bill 124, including retroactive arbitration awards and other settlement implications for THP. She advised that after much consideration and discussion with peer organizations and to ensure alignment, Management identified the approach for active non-unionized staff for the periods of moderation 2020-2022 and fiscal year 2023/24 to: (a) match non-union allied health to OPSEU including one-time lump sum for active staff in 2020; (b) match non-union, non-management to ONA; and (c) match non-union, non-executive management to ONA. Mr. Jarrett advised that matching of allied health to OPSEU and all others to ONA is consistent with prior adjustments. He further advised that this allows non-union roles to keep pace with the market, including allied health, as well as align to staff expectations. Mr. Jarrett and Ms. Sanagan supported questions from the Board. Ms. Farrow reported that the Ministry of Health confirmed its commitment to assist hospitals with funding to mitigate deficits that these compensation increases will create; and Ms. Vinette-Hancharyk proposed that the motion with the briefing note be amended to reflect this update. The Board had a robust discussion with Management, and supported the recommendations presented.

Whereas,

- (a) Trillium Health Partners (THP) has a legal obligation within the fiscal year 2023-24 to implement the arbitration awards outlined in this Briefing Note.
- (b) THP's employees hold a legitimate expectation that THP will implement consistent compensation practices across union and non-union employees.
- (c) THP will face unprecedented unmitigated financial impact from the implementation of these compensation increases.
- (d) The Ministry of Health has now confirmed its commitment to assist hospitals with funding to mitigate deficits that these compensation increases will create.

**MOVED** by Mr. Smith and seconded by Mr. Burke that, the Board,

- 1) Endorses THP senior management's intent to apply compensation repair and go-forward increases consistently in accordance with our compensation programs across all employee groups.
- 2) Supports THP senior management in taking the following actions:
  - i. Inform the Deputy Minister of Health and President & CEO of Ontario Health of the unprecedented impact of these compensation increases on THP with a request for funding to ensure sustainability of services.
  - ii. Provide a regular update and calibration on THP's 2023-24 operating plan to the Finance & Audit Committee, with the next update at the September meeting.

**CARRIED**

Ms. Sanagan left the meeting.

### 4.0 Adjournment

**MOVED** by Mr. Cummings and seconded by Ms. Magee that, the special meeting be adjourned.

**CARRIED**

The special meeting was adjourned at 4:25PM.

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Christine Magee, Chair

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Karli Farrow, Secretary