



Constitutional Amendments and Resolutions Passed

Biennial Convention 2023

Highlights indicates new language

RESOLUTION #1

Dues Increase for 2024, 2025 and 2026 to the Operating Fund

THEREFORE, BE IT RESOLVED that the Dues increase in 2024 be \$5.50 for the Operating Fund. The Dues increase in 2025 be \$5.00 for the Operating Fund. The Dues increase in 2026 be \$3.25 for the Operating Fund.

RESOLUTION #2

THEREFORE, BE IT RESOLVED that there be an additional dues increase of \$0.54 back to the Locals in 2024, and additional dues increase of \$0.56 back to the Locals in 2025, and an additional dues increase of \$0.58 back to the Locals in 2026.

RESOLUTION #3

THEREFORE, BE IT RESOLVED that in 2024 there be an increase in dues to the LEAP fund from \$2.50 to \$4.00.

RESOLUTION #4

THEREFORE, BE IT RESOLVED that the 3% dues escalator be eliminated.

STATEMENT OF BELIEFS

Diversity, Equity, and Inclusion

ONA believes that every member has the right to equal opportunity and full participation in the workplace and in the union. ONA recognizes and values the diversity of its membership and will work to promote diversity, equity, and inclusion in the workplace and in the union. It is the Union's responsibility to ~~see that diversity is reflected~~ **integrate Diversity, Equity, and Inclusion throughout its organization, including** in its leadership.

Diversity is about acknowledging differences that can impact on the fair and equitable treatment of people. Diversity ~~can~~ **includes and is not limited to** differences in sex, age, race, ethnicity, language, religion and spiritual beliefs, culture, physical or mental ability, socio-economic status, sexual orientation, gender identity and gender expression, family status, and education.

Inclusion refers to a system and/or process where all individuals and groups feel welcomed, respected, and valued.

Equity refers to the recognition that each person is unique, and decisionmakers/ individuals do what they are able to do in their power to identify and eliminate unfair biases, stereotypes and/or barriers. It is also a process that applies fairness, impartiality, and even-handedness to achieve substantive equality in all aspects of a person's life.

To achieve its commitment, ONA will strive to:

- Promote awareness of the diversity of our membership and the needs of diverse groups.
- Integrate diverse perspectives throughout ONA's educational programs and communications.
- Implement initiatives to develop the leadership skills of members from under-represented groups in ONA's leadership.
- Identify barriers to equal opportunity and full participation and develop effective policies and procedures to eliminate these barriers.
- Provide an inclusive environment that recognizes members' differences.
- Ensure that services, organizational structures, activities and policies include and address the needs of diverse members.

STATEMENT OF BELIEFS

Anti-Racism and Anti-Oppression

As an organization, ONA has traditionally used a human rights and equity approach to guide our work and underpin our belief that every member and employee has the right to equal treatment and freedom from discrimination and harassment in the workplace and the union. While this approach continues to be a core tenet of our work, we recognize that we need to use an anti-racism and anti-oppression (ARAO) approach to identify and address intersectional forms of racism (e.g., anti-Black racism, anti-Indigenous racism), and advance equity.

An Anti-Racism and Anti-Oppression approach focuses on the different ways people from Black, Indigenous, Racialized, and historically marginalized groups experience intersectional forms of racism, and the impact on their day-to-day lives. Integrating this approach into our work at ONA provides us with the guidance we need to review our organizational structures, policies, procedures, practices, and actions. It also helps us to develop remedies and preventative measures.

To achieve its commitment, ONA will:

- Integrate anti-racism and anti-oppression practices and principles into every level of ONA, including service delivery to members, operations, and activities.
- Provide Anti-Racism and Anti-Oppression-related educational programs and communications.
- Implement Anti-Racism and Anti-Oppression-focused initiatives to develop the leadership skills and competencies of members in ONA's leadership.
- Use an Anti-Racism and Anti-Oppression lens to review and revise ONA's policies, practices, and procedures.
- Provide tools and resources to members and staff to support ONA's Anti-Racism and Anti-Oppression journey.
- Create communities of support for members and staff to be able to share knowledge, insights, and their experiences.
- Work with members, historically marginalized communities and other labour movement organizations to address systemic intersectional forms of racism in Ontario's health-care system.

ARTICLE 3 – MEMBERSHIP

C. Retired Members

- 3.09 (a) The Union may establish a retired membership classification. The criteria for such membership shall be determined by a two-thirds ($\frac{2}{3}$) majority vote by either the Board of Directors or the voting delegates at a Special Meeting or Biennial Convention.
- (b) A retired member is one who was a member prior to retirement (either early or at a pensionable age) or is in receipt of a permanent disability pension from a long-term disability program or worker's compensation. **A member with entitlements who is hired on ONA staff is eligible to become a retired member upon their staff retirement, subject to Board and CEO approval.**
- (c) The retired member may participate in all assurance and benefit programs of the Union, provided that the member is eligible for participation and pays the appropriate fees directly to the Union.
- (d) ~~Annual member dues for retired members may be determined by the union at a special meeting or Biennial Convention. All dues shall be paid directly to the Union annually.~~ **There shall be no annual member dues for retired members.**
- (e) Retired membership may be cancelled by the Board of Directors upon thirty (30) days' notice to the member concerned.
- (f) Retired members may participate in meetings of the Union or Chartered Local Association from which they retired but shall not be entitled to move or second motions nor vote at any such meeting; nor are they eligible to stand as a candidate for office **or nominate a candidate for office.**

ARTICLE 4 – STRUCTURE

C. Board of Directors

(i) Composition

- 4.11 The affairs of the Union shall be managed by a Board of Directors which shall be composed of the following, each of whom shall be a member of the Union:
- (1) President.
 - (2) First Vice-President.
 - (3) One (1) Vice-President per Region (see Article 4.01 [geographic regions]).

(4) Treasurer (effective January 1, 2025).

- 4.12 (a) The term of office for the President, First Vice-President, **Treasurer** and the Vice-Presidents shall be three (3) years.
- (b) No member shall hold more than one (1) office or represent more than one (1) Region at the same time.
- 4.13 The President, First Vice-President, **Treasurer** and Vice-Presidents shall hold office from January 1 of the calendar year following the election to December 31 of the third calendar year following the election of said position, pursuant to Article 4.12.
- 4.14 The President, **and** First Vice-President, **and Treasurer** shall be elected by the whole membership of the Union on the basis of one (1) vote per member of the Union.
- 4.19 The affairs of the Board of Directors shall be divided into specific portfolios, which will include but are not limited to:
- (1) Communications/Government Relations and Student Liaison
 - (2) Political Action and Professional Issues
 - (3) Human Rights/Equity
 - (4) Local Finance
 - (5) Occupational Health and Safety
 - (6) Labour Relations
 - (7) Education **and Events**

Effective 2025:

The affairs of the Board of Directors shall be divided into specific portfolios, which will include but are not limited to:

- (1) Communications/Government Relations and Student Liaison**
- (2) Political Action**
- (3) Human Rights/Equity**
- (4) Professional Issues**
- (5) Occupational Health and Safety**
- (6) Labour Relations**
- (7) Education and Events**

- 4.20 The portfolio of Communications/Government Relations and Student Liaison shall be held by the President and the portfolio of Political Action and Professional Issues shall be held by the First Vice-President.

Effective 2025:

The portfolio of Communications/Government Relations and Student Liaison shall be held by the President and the portfolio of Political Action shall be held by the First Vice-President.

4.21 The duties of the Directors of the Union shall be as follows:

(a) President

The President shall preside at all meetings of the Board of Directors, the Biennial Convention, all special meetings and all sector and joint sector meetings. The President shall be the head of the Union and shall carry out the policies, and work toward the objectives of, the Union. In particular, the President, on behalf of the Board of Directors, shall maintain close and regular contact with the Local Coordinators and, in conjunction with the Local Coordinators, ensure that information is made available to members and that members have meaningful input into the affairs of the Union.

(b) First Vice-President

The First Vice-President shall preside at all meetings where the President is absent. The First Vice-President shall carry out the policies and work toward the objectives of the Union and shall be charged with the responsibility and duties of the portfolio of Political Action **and Professional Issues**.

(c) Vice-Presidents

The Vice-Presidents shall carry out the policies and work toward the objectives of the Union. Each Vice-President shall be charged with the responsibility and duties associated with their particular portfolio(s) and region; chair any committees associated with their portfolio(s); coordinate all membership activities related to their portfolio(s) and serve as the liaison between the Board of Directors and the Local Coordinators, Bargaining Unit Presidents and membership for all matters related to their portfolio(s).

(d) Treasurer

The Treasurer shall carry out the policies and work toward the objectives of the Union. The Treasurer shall ensure Local membership dues are spent with integrity by assisting Local Executives in developing strategic budgeting practices, and aligning Local financial policies with provincial financial policies so that the fiduciary requirements of the Locals are met. The Treasurer shall provide guidance and support to Local Treasurers, review summaries of Local Audits, approve supplemental funding requests and liaise with staff regarding financial education and resource development.

4.23 In the event that the President, First Vice-President, **Treasurer** or a Vice-President should resign, die, be removed from office pursuant to Article 4.24 **or 4.25**, or otherwise cease to act, the Board of Directors shall immediately **schedule arrange for** an election to fill the vacant position.

In the event of the resignation, death or removal from office of the President, First Vice-President or Treasurer, the Board of Directors will appoint another member of the Board of Directors to fill the vacant position on an interim basis until the election process has been completed.

- 4.24 The President, ~~or~~ First Vice-President ~~or Treasurer~~ may be removed from office before the expiry of their **elected term of office by for conduct contrary to the ONA Constitution or the duties of their office following** a two-thirds ($\frac{2}{3}$) vote of the Board of Directors. ~~The procedure to be followed with respect to any such removal shall be determined by the Board of Directors.~~ **Prior to conducting such a vote, the Board shall provide notice to the President, First Vice-President or Treasurer of any allegations or reasons leading to the calling of the vote and shall provide an opportunity for the affected Board member to provide a response.**
- 4.25 A Vice-President may be removed from office before the expiry of their **elected term of office for conduct contrary to the ONA Constitution or the duties of their office following a request by no less than** ~~if at least~~ two-thirds ($\frac{2}{3}$) of the Local Coordinators, or their nominees, of the Chartered Local Associations in the region in question vote in favour of that removal at a meeting called by the Board of Directors upon the written request of at least one-third ($\frac{1}{3}$) of the Chartered Local Associations in the region. ~~The procedure to be followed with respect to the calling and conduct of any such meeting shall be determined by the Board of Directors.~~ **Such request of the Chartered Local Associations must set out any allegations or reasons underlying the request for the vote. The affected Vice-President shall be provided an opportunity to respond to the allegations in writing and their response will be made available to the Chartered Local Associations prior to the vote.**

ARTICLE 5 – CHIEF EXECUTIVE OFFICER

- 5.04 At no time shall a member of the Board of Directors serve as the Chief Executive Officer. In the event it is necessary to appoint an interim Chief Executive Officer, the Board of Directors shall make such interim appointment from members of the senior management team.**

ARTICLE 6 – MEETINGS

- 6.03 The Chief Executive Officer, or designate, **in consultation with the Governance and Nominations Committee,** shall:
- (a) Receive and prepare constitutional amendments and resolutions for submission to the Biennial Convention or a special meeting;
 - (b) Have the power to give preference to an affirmative resolution over a negative one with respect to the same subject matter after consultation with, and the agreement of, the proposer;

- (c) Have the power to eliminate duplications after consultation with, and the agreement of, the proposer;
- (d) Have the power to edit constitutional amendments and resolutions, provided that the purport and intent is not changed, after consultation with, and the agreement of, the proposer;
- (e) Have the power to determine the order in which constitutional amendments and resolutions will be presented to the Biennial Convention;
- (f) In consultation with legal counsel, have the power to declare an amendment or resolution beyond the power of the meeting; and
- (g) Where the Chief Executive Officer has declared an amendment beyond the power of the Biennial Convention, the reasons for the decision shall also be provided to the Chartered Local Association.

6.17 Every Chartered Local Association shall be given at least twenty (20) days' notice of a special meeting, the notice ~~to be in writing and to be sent by either prepaid regular mail, facsimile transmission, e-mail or hand delivery~~ to the Local Coordinator and Secretary of each Chartered Local Association. ~~Such notice shall be deemed to have been received: in the case of regular mail on the seventh (7th) day after the date on which it was mailed; in the case of facsimile transmission or e-mail at the time of transmission; and in the case of hand delivery at the actual time of delivery.~~ The Local Coordinator and Secretary of each Chartered Local Association shall make every effort to inform the members of the Chartered Local Association of the special meeting. If ~~e-mail regular mail~~ service is not in operation, notice of such meeting shall be given by telephone or any expedient method of communication, ~~to be followed by a written notice when mail service resumes, if applicable.~~

6.21 Every Chartered Local Association shall be given at least twenty (20) days' notice of sector and joint sector meetings, or such lesser notice period as the Board of Directors may specify in its vote or request for the meeting. The notice shall ~~be in writing and shall~~ be sent by ~~either prepaid regular mail, facsimile transmission, e-mail or hand delivery~~ to the Local Coordinator, and Secretary, of each Chartered Local Association. ~~Such notice shall be deemed to have been received: in the case of regular mail on the seventh (7th) day after the date on which it was mailed; in the case of facsimile or e-mail transmission at the time of transmission; and in the case of hand delivery at the actual time of delivery.~~

If ~~e-mail regular mail~~ service is not in operation, notice of such meeting shall be given by telephone or any expedient method of communication, ~~to be followed by a written notice when mail service resumes, if applicable.~~

E. Rules of Procedure and Order of Business at Meetings of the Union

- 6.40 (b) The chairperson shall conduct the business of the meetings in the following order, unless otherwise authorized by a majority vote at the meeting:
- (i) **Roll Call of Delegates Land Acknowledgement**

- (ii) Adoption of Agenda
- (iii) Reading of Minutes
- (iv) Matters Arising from the Minutes
- (v) Constitutional Amendments and Resolutions
- (vi) Report of the Board of Directors
- (vii) Reports of Committees
- (viii) Financial Report
- (ix) Unfinished Business
- (x) New Business
- (xi) Nominations, Elections and Appointments
- (xii) Communications
- (xiii) Adjournment

ARTICLE 7 – ELECTIONS

A. Election of the Board of Directors

7.01 Elections for the office of President, First Vice-President, **Treasurer** and the five (5) Vice-Presidents shall be held on November 1 every three (3) years commencing in 2021. If that date should fall on a Saturday or Sunday, then the election shall be held on the immediately following Monday. Should electronic voting, mail-in balloting or similar alternative to Bargaining Unit polling stations be employed, then voting shall be for a period of time determined by the Board of Directors at their discretion but concluding no later than midnight November 1.

Where a vacancy occurs on the Provincial Board of Directors in between regular elections, the Board is authorized to hold a mid-term election in a manner consistent with ONA's Constitution and Policies in which case the Chief Executive Officer, in consultation with the Board of Directors, may, in the event of an interim election, modify the timelines under Article 7, including Articles 7.02, 7.05 and 7.07 as appropriate.

7.02 The Chief Executive Officer, or designate, shall prepare nomination forms for the position of President, First Vice-President, **Treasurer** and Vice-President and send them to the Local Coordinator, Secretary and all Bargaining Unit Presidents of each Chartered Local Association at least ~~ninety (90)~~ **sixty (60)** days prior to the election date.

7.05 Nominations shall be accepted by the Chief Executive Officer until 1600 hrs on the ~~sixtieth (60th)~~ **forty-fifth (45th)** day before the election date, or first day of the election period, if applicable.

B. Election Team

7.16 The Election Team shall be elected/selected ~~biennially~~ **every three years** by the Local Coordinators at the October Area Coordinator Conference for each region

from among those members who have submitted an Expression of Interest form. Expression of Interest forms for the following term must be received by the Chief Executive Officer by no later than September 30 of that year.

- 7.18 The First Vice-President of the Union or Board Member Designate shall chair the Election Team **in accordance with Union Policy**.
- 7.19 Any member who wishes to make a complaint that the Union's Election Policy has been breached shall promptly do so in writing to the Chief Executive Officer providing as much detail as possible. **The Chief Executive Officer shall forward the complaint to the Election Team once received.** The Chief Executive Officer **and/or their delegate** shall investigate the complaint and forward the results of the investigation to the Election Team. If, **following a complaint or on its own notice**, the Election Team is satisfied that the Election Policy has been breached by one or more members, it may **take such action(s) it considers appropriate in accordance with Union Policy including but not limited to removal from the ballot. In addition to any action(s) taken in accordance with Union Policy, the Election Team may** refer the matter directly to the Board of Directors for a hearing pursuant to Article 9. When such a referral is made, the Election Team shall be the complainant for the purposes of pursuing the complaint.

ARTICLE 9 – DISCIPLINE

- 9.01 (a) Any member who shall be guilty of conduct detrimental to the advancement of the purposes of or reflecting discredit upon the Union shall be subject to expulsion, suspension, fine or reprimand after a fair hearing conducted by the ~~Board of Directors~~ **Disciplinary Panel** in accordance with its policy.
- 9.01 (c) Any member found guilty of misconduct set out in 9.02 (m) shall receive the following discipline:
- (iii) A fine as determined by the ~~Board of Directors~~ **Disciplinary Panel**.

By-Law II – Local Executive Committee

9. In order to be eligible to be nominated and stand for election and hold a position on the Local Executive Committee, a member must meet the qualifications listed below:
- (i) **Local Coordinator:** Any member who seeks to hold the position of Local Coordinator shall have served either: 1) at least one term on the bargaining unit leadership team (such as a Committee Chair), or 2) at least one term of a position on the Local Executive Team.
 - (ii) **Treasurer:** Any member who seeks to hold the position of Treasurer shall have served at least one term at the Local Executive level or in a bargaining unit **leadership elected** position (Unit Representative, committee member, Committee Chair etc.).
 - (iii) **Vice-Coordinator in a single bargaining unit Local:** Any member who seeks to hold the position of Vice-Coordinator shall have served at least one term in a bargaining unit **leadership elected** position.
 - (iv) **Bargaining Unit President:** Any member who seeks to hold the position of Bargaining Unit President shall have held a bargaining unit elected position for at least one term.

Note: The above stated qualifications may be waived **by the Local Election Team** following consultation with the Regional Vice-President. **In the case of Bargaining Unit Presidents, the qualifications may be waived following consultation with the Local Coordinator.**

By-Law VII – Bargaining Units and Bargaining Unit Presidents

2. No member can serve as Bargaining Unit President for more than one (1) Bargaining Unit even though the member may be a member of more than one (1) Bargaining Unit. **This could be waived (on an interim basis) after consultation and agreement with the Local Coordinator(s) and the Regional Vice-President(s).**

By-Law VII – Bargaining Units and Bargaining Unit Presidents

Bargaining Unit Meetings

1. (a) Each Bargaining Unit shall meet at least two (2) times a year. The Bargaining Unit President shall fix the date, time and place of the meetings and act as chairperson of the meetings. Members of the Bargaining Unit shall be entitled to one (1) vote each but in the case of a tie; the chairperson shall be entitled to a casting vote in addition to the chairperson's vote as a member.
- (b) The rules of procedure and order of business governing meetings of the Bargaining Unit shall be as follows:
 - (i) The Bargaining Unit President will be the Chairperson, in their absence the Bargaining Unit President, shall appoint their designate.
 - (ii) The Chairperson shall conduct the business of the meeting in the following order, unless otherwise authorized by a majority vote at the meeting:
 1. **Land Acknowledgement**
 2. Roll Call of Members
 3. Adoption of Agenda
 4. Reading of Minutes
 5. Matters Arising from the Minutes
 6. Financial Report
 7. Reports of Committees
 8. Nominations, Elections and Appointments
 9. Communications
 10. Unfinished Business
 11. New Business
 12. Adjournment

By-Law VII – Bargaining Units and Bargaining Unit Presidents

Bargaining Unit Meetings

3. A Bargaining Unit shall have a representative and shall endeavour to have a Committee to support such representation for the following:
 - (a) Human Rights and Equity
 - (b) Negotiations
 - (c) Labour-Management
 - (d) Grievances
 - (e) Health and Safety
 - (f) Professional Responsibility and Workload
 - (g) Safe Return to Work/Accommodation**

By-Law IX – Vacancies

2.
 - (a) In the event that any Local Executive Committee position, including a Bargaining Unit President, within a Chartered Local Association remains vacant after an election, the Chartered Local Association Executive Committee shall appoint from among the members of the Chartered Local Association who have submitted an expression of interest, a replacement for the term.
 - (b) In the event that any bargaining unit position, except a Bargaining Unit President, within the bargaining unit remains vacant after an election the Bargaining Unit President shall appoint from the members of the bargaining unit **who have submitted an expression of interest**, a replacement for the term.

By-Law X – Meetings of the Chartered Local Association – AMENDED

5. The rules of procedure and order of business governing meetings of the Chartered Local Association shall be as follows:
 - (a) In the absence of or at the request of the Local Coordinator, the First Local Vice-Coordinator shall act as chairperson. In the absence of the Local Coordinator and the First Vice-Coordinator, a chairperson shall be chosen by the Local Executive Committee.
 - (b) The Chairperson shall conduct the business of the meeting in the following order, unless otherwise authorized by a majority vote at the meeting:
 1. **Land Acknowledgement**
 2. Roll Call of Members
 3. Adoption of Agenda
 4. Reading of Minutes
 5. Matters Arising from the Minutes
 6. Financial Report
 7. Reports of Committees
 8. Nominations, Elections and Appointments
 9. Communications
 10. Unfinished Business
 11. New Business
 12. Adjournment