



Board Highlights

Making Important Decisions for You!

A summary of discussions and decisions from the ONA Board of Directors meeting December 8-10, 2015

THE ONA BOARD OF DIRECTORS WELCOMED NEWLY-ELECTED REGION 4 VICE-PRESIDENT LAURIE BROWN, whose term runs from January 1 to December 31, 2016, to its December meeting. ONA President Linda Haslam-Stroud and First Vice-President Vicki McKenna were also re-elected this fall to two-year terms.

Brown is the current site Vice-President for the Juravinski Hospital and Cancer Centre at Hamilton Health Sciences, Local 70, and vows to be a strong advocate in bringing members' serious issues forward.

The Board also thanked outgoing Region 4 Vice-President Dianne Leclair for her dedication and commitment to members.

CURRENT PRIORITIES

The top two priorities identified by the Board were:

- ▶ **Nurses Know Campaign/Local Engagement:** The Board is putting additional resources into the continuation of our *Nurses Know* campaign to spread the important message to the government, our employers and the public that ongoing cuts to nursing positions throughout Ontario are negatively affecting patients. The Board will also be looking to our Locals and Bargaining Units to help keep the campaign alive in your communities. This engagement will be discussed in-depth during the Board Strategy Session in January. Stay tuned for further information.
- ▶ **Board Portfolios:** Changes were made to the 2016 Board Portfolios. Region 4 Vice-President Laurie Brown takes over the portfolio of Occupational Health and Safety from Region 3 Vice-President Andy Summers, who assumes the Labour Relations portfolio. The remaining Board members maintain their current portfolios: President Linda Haslam-Stroud – Communications/Government Relations and Student Liaison; First Vice-President Vicki McKenna – Political

Action and Professional Issues; Region 1 Vice-President Pam Mancuso – Human Rights and Equity; Region 2 Vice-President Anne Clark – Education; and Region 5 Vice-President Karen Bertrand – Local Finance.

KEY DECISIONS

- ▶ ONA will provide \$45,000 to the Ontario Health Coalition this year: \$10,000 for sponsorship, \$20,000 for campaigns and \$15,000 for a 2016 province-wide referendum on hospital cuts and privatization of services.
- ▶ The recommendations from the Nursing Week Team were approved, including inviting representatives from Johnson Inc. and the Healthcare of Ontario Pension Plan to members' meet-and-greets, promoting Local Nursing Week events via Facebook, and encouraging Bargaining Units to work with employers and Universal to set up "pop-up" ONA eStores.

REGIONAL REPORTS

- ▶ **Region 1:** ONA continues to meet regularly with Nipigon District Memorial Hospital to implement all 25 of the recommendations from the Independent Assessment Committee Report, including increasing the number of RNs to improve patient care. We won't stop advocating for our members and your patients!
- ▶ **Region 2:** In a substantial win, Minutes of Settlement have been signed with Kingston General Hospital, which brings about significant changes in the emergency department, including an increase in baseline staffing by one RN around the clock.
- ▶ **Region 3:** Runnymede Healthcare Centre in Toronto will be cutting half of its RNs, a loss of 41,000 hours of care each year, despite the fact RNs are already stretched too thin and the hospital's operating costs are well below budget. Please sign the petition at www.ona.org/runnymede, calling on the CEO and Board of Directors to reverse this disastrous plan.
- ▶ **Region 4:** A settlement has been reached for the 23 RNs and social workers from the Haldimand-Norfolk Community Addiction and Mental Health Services. The group had voted for strike action if their key issues of wages and working conditions were not addressed.

WANT TO KNOW MORE? The full minutes from the December Board of Directors meeting will be available on the Executive Members' section of our website (www.ona.org) following approval at the next Board meeting.

► **Region 5:** A strike was also averted for the 42 public health nurses (PHNs) working for the Chatham-Kent Health Unit, who reached a settlement this past fall after launching a campaign to show their community the invaluable role of PHNs.

PORTFOLIO REPORTS

► **Communications/Government Relations:** ONA will be active in consultations with the Ministry of Health and Long-Term Care (MOHLTC) after it accepted and endorsed all recommendations in the Auditor General's Report on Community Care Access Centres (CCACs). We have already met with Deputy Health Minister Bob Bell and other MOHLTC representatives to discuss the structure and future of CCACs and other pertinent issues. And while the government hasn't officially endorsed the Price Report, which recommends redesigning the primary care sector based on the introduction of Patient Care Groups (PCG), it said it will involve ONA as it develops a primary care policy. In light of these two reports, ONA reiterates that we do not support the creation of any new level of administration in the health care system and that some of the functions proposed to be the role of PCGs are currently fulfilled by CCACs.

► **Student Liaison:** ONA is strongly lobbying the College of Nurses of Ontario (CNO) to allow applicants additional rewrites of the controversial American National Council Licensure Examination (NCLEX) instead of requiring those who

unsuccessfully write it three times to complete another approved or equivalent nursing program.

► **Political Action:** ONA will be consulting with the Canadian Federation of Nurses Unions to determine our immediate priorities with the new federal Liberal government and will work with the province's new MPs to lobby for early implementation of a new Health Accord, one of the Liberals' election promises.

► **Professional Issues:** As the CNO's by-law changes are increasing the amount of information publicly available on its online registrar, ONA continues to express concern about public disclosure of a number of categories of member-specific information.

► **Human Rights and Equity:** Under the theme, *Challenging Racism in the Workplace*, the Human Rights and Equity (HRE) Caucus, held on November 17, featured HRE Team member Benjamin Ramirez Jimenez, who encouraged delegates to challenge stereotypes, keynote speaker Benjamin O'Keefe, a dedicated activist whose goal is to give a voice to marginalized groups, and breakout sessions for all five equity groups and the Friends and Allies group.

► **Labour Relations:** The Hospital Central Negotiating Team held its first week of bargaining in November, guided by the

priorities of our members from the recent *Have a Say* questionnaire. Ballots have also gone out for the election of the Nursing Homes Central Negotiating Team. As well, we will be bargaining in non-participating long-term care homes, CCACs, homes for the aged, community health, industry/clinics and public health. These will be very challenging negotiations, but we are committed to obtaining contracts that respect our members' work.

► **Health and Safety:** ONA's violence strategy is proceeding at a high level, with Haslam-Stroud taking our concerns to the first meeting of the Minister's Violence Prevention in Health Care Leadership Table.

► **Local Finance:** Education for the January 2016 Treasurers Conference will be delivered two ways: Treasurers who have come onboard since 2014 will be offered face-to-face education to support them with upgrades to their accounting software and orientation to new laptops, while web-based learning will be offered to the remaining Treasurers.

► **Member Education:** From January to October 2015, almost 6,000 members received ONA education, the majority of whom were grassroots members. The workshops received an impressive average satisfaction rating of 91 per cent.

The Next Board of Directors meeting will be held on February 22-25, 2016 at the ONA Provincial Office.

If you have any questions about this Board meeting, please contact your regional Vice-President (contact information below).

Board members for 2016: Linda Haslam-Stroud, President, Communications and Government Relations/Student Liaison (#2254); Vicki McKenna, First Vice-President, Political Action and Professional Issues (#2314); Pam Mancuso, Region 1, Human Rights and Equity (#7710); Anne Clark, Region 2, Education (#7758); Andy Summers, Region 3, Labour Relations (#7754); Laurie Brown, Region 4, Occupational Health and Safety (#7752); Karen Bertrand, Region 5, Local Finance (#7702). **To contact a Board member during regular business hours**, call (416) 964-8833 (Toronto) or toll-free 1-800-387-5580, hit "0" and ask the receptionist to put you through to the appropriate voicemail box (in brackets). **To leave a message for a Board member after hours**, call (416) 964-8833 (Toronto) or toll-free 1-800-387-5580 (if using the toll-free number, hit "0" immediately after dialing the number to be connected to the Toronto office), then dial her or his voicemail box. The Board also has an intake box for emergencies, monitored twice daily. To reach it, call the above numbers and dial voicemail box #7775.