



# Board Highlights

## Making Important Decisions for You!

*A summary of discussions and decisions from the ONA Board of Directors meeting September 19-22, 2016*

### SEIZING THE OPPORTUNITY TO ENGAGE DIRECTLY WITH SEASONED AND UP AND COMING

Local leaders and grassroots activists, the ONA Board of Directors took its September meeting to picturesque Grand Bend to coincide with our annual Leadership Conference. In between conducting important union business, Board members attended several sessions of the conference, sharing information, ideas and stories with participants in three streams (advanced, novice and activists), who rated the event very highly.

### CURRENT PRIORITIES

The top four priorities identified for this Board meeting were:

- ▶ **ONA Constitutional Amendments:** No additional Constitutional Amendments or Resolutions were received from members by the deadline. A document containing the Amendments and Resolutions will be sent to Local leaders and presented at Area Coordinators Conferences for discussion prior to the Biennial Convention.
- ▶ **Local Leadership and Member Engagement:** Strategies were discussed for supporting our Local leaders in their work.
- ▶ **Budget Approval and Finance Report:** The Board approved the 2016/17 budget and reviewed and approved the 2016 Finance and Variance Report, ending June 30, 2016.
- ▶ **Protecting our Bargaining Rights:** A team will be brought together to continue conversations on protecting our work, including language in the hospital contract, workload issues, lobbying strategies and tools needed to help our Bargaining Units.

original, independent, peer-reviewed, non-partisan research.

- ▶ ONA has donated \$5,000 to the 5,000 members working at hospitals in the Minneapolis-Saint Paul area, who have been forced to go on strike by the tactics of Allina Health. Since bargaining began in February, hospital negotiators will only discuss the termination of nurses' health insurance plans and not nurses' proposals to address workplace safety concerns and staffing improvements.
- ▶ An additional \$5,000 sustaining donation will be given to the Canadian Health Coalition for a total of \$10,000 annually.

### REGIONAL REPORTS

- ▶ **Region 1:** The election for the Region 1 Vice-President on the ONA Board of Directors is underway! Members in that region can vote using the user-friendly televote system at any time between receiving the ticket of nomination package in the mail and 4 p.m. on November 1, 2016.

▶ **Region 2:** After many years as Region 2 Vice-President, Anne Clark is retiring from the ONA Board at the end of this year. Cathryn Hoy, Local 99 Coordinator, Kingston General Hospital Bargaining Unit President and chair of the Hospital Central Negotiating Team, has been acclaimed as her replacement. The incumbents in the other three Regions have also been acclaimed: Andy Summers in Region 3, Laurie Brown in Region 4, and Karen Bertrand in Region 5.

▶ **Region 3:** An Independent Assessment Committee (IAC) hearing was held the last week of September to address our members' workload concerns at McCall Centre for Continuing Care in Etobicoke.

▶ **Region 4:** ONA has reached a workload settlement in the emergency department at Guelph General Hospital that addresses members' issues regarding staffing and security. Significant changes include an increase in RN staffing, improvements to security guard resources and education supports.

▶ **Region 5:** Political action, including a recent rally, continues in London to inform the public about what is really happening to health care at London Health Sciences Centre, as the facility has cut 250,000 RN hours, or 140 positions, over the last four years.

### KEY MOTIONS

- ▶ A \$20,000 sustaining donation will be provided annually to the Ontario Centre for Policy Alternatives, which delivers

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

**PORTFOLIO REPORTS**

► **Communications/Government Relations:**

ONA is launching the next phase of our very successful *The Truth Hurts. Nurses Know* campaign, which brings attention to the continuing slashing of RN positions in Ontario. The campaign will feature TV and radio commercials, print and transit shelter ads, a petition, and a strong social media component. Stay tuned for further information.

► **Student Liaison:** To show our unwavering support for students, ONA had a strong presence at the Ontario-Quebec Regional Conference of the Canadian Nursing Students' Association, hosted by Ryerson University from September 30 to October 2. ONA President Linda Haslam-Stroud liaised with Ontario students, a member of staff presented on workplace violence, and ONA staffed a booth in the exhibit hall to hand out ONA promotional material and answer student questions.

► **Political Action:** Now that Bill C-14 (Medical Assistance in Dying – MAID) has passed, ONA is assessing its impact on our members. We are reviewing the legislation with our legal team and working with the Canadian Nurses Association to develop a national nursing framework to assist and support our members. We believe our employers and the College of Nurses of Ontario (CNO) have a key role to play to support, educate and inform our members of their responsibilities.

► **Professional Practice:** ONA has reached a significant settlement with the CNO, which is an important step forward for nurses in recovery from addictions and mental health issues. Previously, the CNO's practice was to ask its Fitness to

Practise Committee to find nurses in recovery "incapacitated" and impose practice restrictions, posted on its website indefinitely. ONA instigated a legal challenge and following many months of negotiations, the CNO agreed that nurses in recovery will not be found "incapacitated;" information on its website will provide less information about practice restrictions and no further reference will be posted once they are lifted; and references to incapacity, past findings and practice restrictions will be removed from its website for nurses found incapacitated under the old regime.

► **Human Rights and Equity:** We are busily preparing for our annual Human Rights and Equity Caucus, which kicks off the Biennial Conference on November 14. Under the theme, *Mental Health – Stop the Stigma*, the Caucus will feature breakout sessions for our five equity groups and the Friends and Allies group, keynote speaker, renowned journalist Valerie Pringle, along with comedian and motivational speaker Big Daddy Tazz.

► **Labour Relations:** Now that the arbitration award for our 55,000 hospital members has been released, providing wage increases of 1.4 per cent in each year of a two-year contract (retroactive to April 1, 2016), benefit improvements, stronger language to combat violence in the workplace, and some necessary amendments to the employer's punitive attendance awareness policies, ONA is preparing for nursing homes mediation, which

**The Next Board of Directors meeting will be held from December 6-8, 2016 at the ONA Provincial Office.**

takes place on October 15-16, followed by arbitration, if necessary, in November.

► **Health and Safety:** ONA is so respected in the world of occupational health and safety that President Linda Haslam-Stroud and CEO/CAO Marie Kelly have been invited to present two papers at the Fifth International Conference on Violence in the Health Sector in Ireland this October. One paper, "Shifting Mindsets," explains the need to better engage people at the ground level in health and safety responses, and outlines ONA's membership mobilization strategy built around four pillars of advocacy: Engaging the Heart, Legal Action, Media, and Government Lobbying.

► **Local Finance:** ONA is currently developing an outline for a program using the eLearning platform, which provides Treasurers with free education that can be accessed at any time from any place to support their financial work.

► **Member Education:** Congratulations to the four successful candidates for ONA's second Member Secondment Program: Wingham and District Hospital Bargaining Unit President Brigitte Goar; Local 15 member Melissa Layman; Sudbury and District Health Unit Bargaining Unit President Ronda Sawyer; and Shelby Linseman, who has served as Bargaining Unit President for Brockville Mental Health Centre. Thanks to all those who put their name forward.

**If you have any questions about this Board meeting, please contact ONA President Linda Haslam-Stroud, First Vice-President Vicki McKenna or 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 (#7753); 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.