



# Board Highlights

## Making Important Decisions for You!

*A summary of discussions and decisions from the ONA Board of Directors meeting December 6-8, 2016*

**ON THE HEELS OF OUR VERY SUCCESSFUL BIENNIAL CONVENTION**, the ONA Board of Directors converged in our provincial office for their final meeting of the year, welcoming Region 2 Vice-President-elect Cathryn Hoy, who takes over from the retiring Anne Clark on January 1.

### CURRENT PRIORITIES

The top two priorities identified for this Board meeting were:

- ▶ **Biennial Convention Actions and Debrief:** The Board discussed actions needed to move the key decisions made by our Local Coordinators at the November Biennial Convention forward. As a result of two of those decisions – to establish a common term for the ONA Board and to hold a Biennial Convention in 2017 and every odd numbered year thereafter to coincide with the election of the new Board next fall – the Board passed a motion that the 2017 Biennial Convention will be held on December 5-7 (cost consideration). A memo will be sent to Local leaders with details.
- ▶ **Board 2017 Portfolios:** The portfolios of the Board members for 2017 are as follows: President Linda Haslam-Stroud: Communications and Government Relations/Student Affiliation; First Vice-President Vicki McKenna: Professional Issues/Political Action; Region 1 Vice-President Pam Mancuso: Human Rights and Equity; Region 2 Vice-President Cathryn Hoy: Education (assumed from Anne Clark); Region 3 Vice-President Andy Summers: Labour Relations; Region 4 Vice-President Laurie Brown: Occupational Health and Safety; and Region 5 Vice-President Karen Bertrand: Local Finance.

### March Joint Sector Meeting

As an amendment passed at the Biennial Convention that future March Provincial Coordinators Meetings will be replaced by Joint Sector Meetings to engage more Bargaining Unit Presidents in the work of our union, the Board discussed strategies and ideas for the first such meeting next year. Further information will be provided in the weeks to come.

### ONA's Charity of Choice

A cheque for the more than \$7,000 raised by delegates through the silent auction of prizes donated by Locals at the Biennial Convention was presented to Stephen Lewis Foundation Executive Director Ilana Lewis. The SLF has funded more than 1,400 initiatives, partnering with more than 300 community-based organizations in the African countries hardest hit by HIV/AIDS.

### KEY MOTIONS

- ▶ The 2017 amended budget was approved.
- ▶ Also approved was the new professional responsibility workload report form for nurse practitioners.
- ▶ As the Ontario Health Coalition was forced to move its office with very little notice, ONA provided \$3,000 to assist

with the moving expenses.

- ▶ Kate Hughes from the law firm Cavaluzzo Shilton McIntyre Cornish LLP has been named ONA Liability shareholder, replacing the retiring Liz McIntyre as of April 1, 2017.

### REGIONAL REPORTS

- ▶ **Region 1:** ONA members at Hogarth Riverview Manor in Thunder Bay are speaking out in the media about the need for increased RN staffing and funding. The nursing home is currently renovating and is slated to add 128 new beds next year, yet employs just 12 full-time, 12 part-time and 10 casual RNs.
- ▶ **Region 2:** ONA reached a binding settlement with Kingston General Hospital that results in substantial improvements on the pediatric unit, including an increase in RN staffing by 11.25 hours on week days; the permanent closure of the nine overflow beds on the unit; and the reduction of the four-bed pediatric critical care unit (PCCU) to two beds and staffing on a one-to-one nurse to patient ratio until the second phase of construction of the new PCCU beds is complete.
- ▶ **Region 3:** A letter was sent to the chair of the Board of Trustees for the Centre for Addiction and Mental Health, and copied to the CEO, along with more than 1,100 signatures gathered by Bargaining Unit President Danielle Latulippe-Larmand

**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](http://www.ona.org)) following approval at the next Board meeting.

and her members demanding an immediate end to the violence at the facility.

- ▶ **Region 4:** Since a workload settlement was reached earlier this year with Guelph General Hospital over RNs' serious concerns regarding staffing and security in the emergency department (ED), ONA members report that overall morale and leadership have improved. The settlement provided an increase in RN staffing 24/7, improvements to education, support and training for staff, and communications, and significant security guard resources.
- ▶ **Region 5:** Political action, including TV ads and a town hall meeting, continued in London to inform the public about what is really happening to health care.

## PORTFOLIO REPORTS

- ▶ **Communications/Government Relations:** ONA's fresh new website was launched at the Biennial Convention to rave reviews. The website, which houses more information and resources, has a cleaner look that aligns with our *Nurses Know* campaign tagline and incorporates its vibrant colours. The address remains [www.ona.org](http://www.ona.org).
- ▶ **Student Liaison:** ONA joined with our 16,000 nursing student affiliates in recognizing Nursing Student Week from November 14-21 and Indigenous Nursing Students Day on November 14. Under the theme, *Diversity in Nursing – Sharing Similarities, Celebrating Differences*, affiliate members showcased their contributions to practice settings and accomplishments through their program of study.
- ▶ **Political Action:** Locals are encouraged to use the \$1,000 available to them each year specifically for political action

(Policy 26.11), and include that in their budget preparations. ONA will be developing a one-page document for Local leaders on this policy.

- ▶ **Professional Practice:** The 2017 Nursing Week Team, chaired by Region 4 Vice-President Laurie Brown and comprised of members from each region and staff, came together for the first time in December to start planning provincial activities for a wonderful celebratory week. We encourage Local leaders to start thinking about what you can do to acknowledge your members in 2017.
- ▶ **Human Rights and Equity:** Under the theme, *Mental Health – Stop the Stigma*, our very successful annual Human Rights and Equity Caucus, which kicked off Biennial Convention week on November 14, featured keynote speaker Valerie Pringle, who spoke about her daughter Catherine's struggle with depression and anxiety, and comedian and motivational speaker Big Daddy Tazz. A session on culturally competent care was also delivered in place of the usual breakout sessions.
- ▶ **Labour Relations:** Members in the nursing home sector overwhelmingly ratified a settlement reached during mediation with the employers, representing 179 provincial nursing homes. The agreement runs from July 1, 2016 until June 30, 2019, and provides a 1.4 per cent increase across the board for all classifications effective July 1, 2016 and July 1, 2017, and 2 per cent starting July 1, 2018.

**The Next Board of Directors meeting will be held from January 31 to February 2 at the ONA Provincial Office.**

It also strengthens the violence prevention language, double-time pay for all additional hours worked on paid holidays, leave to be a temporary compliance inspector, a lieu time off work option for working overtime, and gives the employers none of the concessions they were seeking.

- ▶ **Health and Safety:** Region 2 Vice-President-elect Cathryn Hoy told the Standing Committee on Finance and Economic Affairs that amendments to the *Occupational Health and Safety Act*, buried in omnibus budget legislation, will weaken measures meant to protect health-care workers from violence.
- ▶ **Local Finance:** Invitations have gone out and planning is well underway for ONA's upcoming Treasurers Workshop. The full-day Treasurer session will be held at the Chelsea Hotel in Toronto on January 25. The combined Local Coordinator/Treasurers Workshop occurs on January 26.
- ▶ **Member Education:** The New Local Coordinator session takes place on January 24 at ONA's provincial office...After the Membership Education and Events Team consulted with Local leaders, the Board and senior managers to create a progressive, reflective and fiscally responsive curriculum delivery vehicle, the responsive education model (REM) was rolled out to Local leaders at the fall Area Coordinators Conferences to positive reviews.

**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.**