



Board Highlights

Making Important Decisions for You!

A summary of discussions and decisions from the ONA Board of Directors meeting January 31 to February 2, 2017

WITH ONTARIO NURSING STUDENT AFFILIATE MEMBERS INVITED TO JOIN COMPONENTS OF the first ONA Board of Directors meeting of the year to see the running of our union firsthand, the Board discussed issues important to our members' professional and union lives and made key decisions to move ONA forward throughout 2017 and beyond.

CURRENT PRIORITIES

The top two priorities identified for this Board meeting were:

- ▶ **Local/Bargaining Unit Elections:** The Board reviewed the nomination and voting procedures for the 2016 Local and Bargaining Unit elections, including what worked well and what could be improved for future elections.
- ▶ **Joint Sector Meeting:** As an amendment passed at the recent 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 continued to discuss strategies for the first such meeting, including topics for breakout sessions, which takes place at the Sheraton Centre in downtown Toronto on March 21-22.

ONA POLICY 16.16: MEMBER DISCIPLINE

The Board endorsed eight mediated settlements reached under *ONA Policy 16.16: Member Discipline*, which resolved complaints that CCAC members were guilty of conduct detrimental to the advancement of the purposes of or reflecting discredit upon the union contrary to Article 9 of the Constitution. The members, who acknowledged that crossing a picket line is contrary and detrimental to the welfare and best interests of the union, agreed to pay a

fine and have their membership privileges suspended. Such suspensions mean they cannot hold union office or attend ONA meetings, either at the Local or provincial level. They are permitted to attend ratification meetings and vote on their contract only. The affected Local Executives have been notified. Local and Bargaining Unit leaders are reminded that when conducting elections and/or appointing for vacant positions to ensure your members have "entitlements."

KEY MOTIONS

- ▶ The Board approved support of a proposal for a research project on RN workforce planning and forecasting by Linda McGillis Hall, a recognized leader in nursing health services and systems research, pending review of the final proposal.

REGIONAL REPORTS

- ▶ **Region 1:** ONA has reached an agreement with the Town of Kirkland Lake, which employs nurses at Teck Pioneer Residence, giving these long-term care RNs parity with hospital nurses and some improvements to benefits.

- ▶ **Region 2:** ONA and the Royal Ottawa Health Care Group have agreed to settle some issues related to workplace violence prevention, including training for staff, a review of its flagging procedures and a "daily huddle" to ensure staff are aware of all safety concerns and monitored appropriately. The win was bitter-sweet, however, as on the very same day the agreement was signed, the facility announced cuts to RNs.

- ▶ **Region 3:** ONA successfully argued that a perioperative surgical supervisor (PSS) at a Region 3 hospital is an employee under the *Labour Relations Act*. The employer eliminated a Bargaining Unit position and created the PSS role outside of it. When ONA grieved, stating the position should be included in the Bargaining Unit, the employer filed an application at the Ontario Labour Relations Board, arguing that as the position was managerial, it was not an employee and could not be included. The Board determined the PSS did not have any real decision-making authority and there was no bar to the inclusion of that person in the Bargaining Unit.

- ▶ **Region 4:** Members from Haldimand-Norfolk Health Unit have launched a Local campaign, including information pickets, to alert the public that management has cut the one nurse practitioner

WANT TO KNOW MORE? The full minutes from the February 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.

who provides prenatal and postnatal care to the region, which will also result in the closure of the Mothers Care Clinic. Visit www.ona.org/hnhu to show your support.

- ▶ **Region 5:** Members from Windsor Regional Hospital are also speaking out in the media about their ability to properly care for their patients as staff continue to be stretched thin. Nurses have been working excessive overtime daily as the hospital has had 40 more patients than beds on average for several weeks, resulting in cancelled surgeries and serious overcrowding. A lack of funding has left fewer beds and RNs to cope.

PORTFOLIO REPORTS

- ▶ **Communications/Government Relations:** ONA is calling codes to highlight issues of concern to our members. Code White symbolizes the painful reality of workplace violence against nurses, while Code Blue signifies our concern that inadequate hospital funding and continuing cuts to RNs are risking the very survival of our publicly funded and administered health-care system and flat-lining patient care. Radio, transit shelter and social media ads, along with a new way of reaching out for us – cinema ads – are key components of the campaign. Log onto nursesknow.ona.org to learn how you can help.
- ▶ **Student Liaison:** At the Canadian Nursing Students' Association's National Conference in Winnipeg in January, President Linda Haslam-Stroud spoke to official delegates and associate delegates at the Ontario/Quebec Regional executive meeting about issues of mu-

tual concern. ONA also staffed a well-attended table in the exhibit hall to answer questions and hand out material about our exemplary services. Region 4 Vice-President Laurie Brown also attended.

- ▶ **Political Action:** With our new campaign in full swing, Locals are reminded to take advantage of the \$1,000 available to them each year specifically for political action work (Policy 26.11), and include that in their budget preparations. A document for Local leaders on this policy will be available at the Joint Sector Meeting in March, where it will be discussed more in depth.
- ▶ **Professional Practice:** As the College of Nurses of Ontario has introduced a new policy eliminating telephone support for nurses asking practice questions and is instead providing email responses only, ONA encourages members to contact the College Council at cnocouncil@cnomail.org and ask them to rethink this lack of support for nurses.
- ▶ **Human Rights and Equity:** As the two-year term of Brigitte Goar, who represented the Aboriginal Equity Group on ONA's Human Rights and Equity Team, has concluded, ONA is looking for a member to take over. If you know of any suitable candidates, please encourage them to come forward.
- ▶ **Labour Relations:** Individual bargaining for ONA's 10 community care access centres (CCAC) has commenced with the

North East CCAC and the South West CCAC. While both have future bargaining dates scheduled, they have voted strongly for job action should a settlement that respects the value they bring to their communities not be reached. Bargaining dates for the remaining eight CCACs are currently being established.

- ▶ **Health and Safety:** ONA has provided \$2,000 towards a Centre for Research in Occupational Safety and Health (CROSH) scholarship for a Laurentian University nursing student conducting research in this important field. The funding will be followed up with a meeting between ONA and CROSH to explore further collaboration. ONA staff are developing a research agenda and criteria for determining which research projects to support moving forward.
- ▶ **Local Finance:** ONA's recent Treasurers Workshop, held at Toronto's Chelsea Hotel in January, was extremely well received, with participants noting that it will help them be even more effective in their important roles.
- ▶ **Member Education:** Planning is well underway for the 2017 Health and Safety Caucuses, which will run regionally this May. Supervisor competency will be the key topic. More information will be sent to Local leaders and available on our website in the weeks to come.

The Next Board of Directors meeting will be held from April 3-6 at the ONA Provincial Office.

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 2017: 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); Cathryn Hoy, 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.