



Board Highlights

Making Important Decisions for You!

A summary of discussions and decisions from the ONA Board of Directors meeting April 3-6, 2017

WITH A VERY BUSY WINTER BEHIND US, THE ONA BOARD OF DIRECTORS CAME TOGETHER for its spring meeting against a backdrop of challenges for our professions, including the erosion of RN positions and continued workplace violence. The Board made key decisions to help lead our members effectively through these difficult times.

CURRENT PRIORITIES

Two top priorities discussed at this Board meeting were:

- ▶ **Vector Research on Workplace Violence and PTSD:** A presentation was provided on the latest public poll by Vector Research on areas such as violence in the workplace and nurses' exclusion from post-traumatic stress disorder (PTSD) legislation. The poll shows the public is more aware of patient violence against nurses, with the majority also believing PTSD is common in nurses.
- ▶ **Joint Sector Meeting (JSM):** As the JSM, which replaced the March Provincial Coordinators Meeting following a decision at the Biennial Convention, took place two weeks before the Board meeting, the Board reflected on what worked well and opportunities for future JSMs. Evaluations were extremely positive, with Bargaining Unit Presidents feeling engaged in our union and supported in their work.

KEY MOTIONS

- ▶ ONA will continue supporting the Workers Arts and Heritage Centre in the amount of \$7,500 per year for 2017, 2018 and 2019. The centre aims to preserve, honour and promote the culture and history of all working people.
- ▶ An additional mediated settlement was reached under ONA Policy 16.16: *Member Discipline* for a community care access centre (CCAC) strikebreaker. At the February Board meeting, the Board

endorsed eight mediated settlements, which resolved complaints that CCAC members were guilty of conduct detrimental to the advancement of the purposes of or reflecting discredit upon the union by crossing a picket line. They agreed to pay a fine and have their membership privileges suspended.

NURSING WEEK 2017

- ▶ We are just a few short weeks away from Nursing Week, May 8-14, and we hope you are planning special events to show your members how much they are appreciated! Members of the Board are very eager to get out and meet with them at your worksites across the province. The video of ONA President Linda Haslam-Stroud acknowledging and congratulating members will soon be available for viewing and downloading at www.youtube.com/OntarioNurses. Please encourage your members to send in their Nursing Week stories/pictures to cgrintake@ona.org.

REGIONAL REPORTS

- ▶ **Region 1:** Citing their employer's lack of knowledge of the skills, education and value of RNs and NPs, members at Sault Ste. Marie and District Group Health Cen-

tre are heading to interest arbitration in their efforts to reach a new contract. The members have been without a contract since March 31, 2016, and their employer has been seeking to gut benefits.

- ▶ **Region 2:** As the CEO and senior leadership team at The Ottawa Hospital have expressed a desire to work with us in violence prevention, ONA President Linda Haslam-Stroud, along with Bargaining Unit leaders and staff, attended an all-day session to review the hospital's work to date on health and safety initiatives.
- ▶ **Region 3:** ONA has reached a workload settlement with Mount Sinai Hospital in Toronto over our concerns with inadequate staffing in the labour and delivery unit, scheduling challenges, gaps in education, a new electronic documentation system, and diminishing morale. The binding settlement provides a balancing of full-time/part-time ratios, resulting in 39 new hires, a commitment to build the schedule, the hiring of one full-time educator, improved access to education, and the introduction of an acuity tool to support staffing measurement. The employer also agreed to a team building plan in consultation with ONA.
- ▶ **Region 4:** After launching a Local campaign, which included three information pickets, to inform the community about their important work and to lobby their employer and regional councillors for a renewed contract that respects the val-

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

ue they bring, members from the Region of Waterloo Public Health Unit have ratified a new collective agreement.

- ▶ **Region 5:** After ONA President Linda Haslam-Stroud received a report about an RPN who was strangled by a patient at Windsor Regional Hospital, she immediately sent it to the Deputy Ministers of Labour and Health and reached out to senior hospital leaders to work together to close gaps. As a result, the Ministry of Labour is now investigating, and the hospital CEO invited its Joint Health and Safety Committee to conduct an investigation, while also conducting an investigation under the *Quality of Care Information Protection Act*.

PORTFOLIO REPORTS

- ▶ **Communications:** Thanks to feedback from our members on the development of the ONA mobile phone app, Phase 1 (geared to members) will be launched at the June Provincial Coordinators Meeting, while Phase 2 (geared to leaders) will be launched at our November Biennial Convention.
- ▶ **Government Relations:** Our voices have been heard as the Ministry of Labour has committed to a provincial initiative focused on workplace violence, beginning with hospitals! This action stems from our work with the Workplace Violence Prevention on Health Care Leadership Table on which ONA President Linda Haslam-Stroud sits.
- ▶ **Student Liaison:** ONA welcomed new Canadian Nursing Students' Association Ontario Regional Director Kelsey Fallis, from York University, to the Joint Sector Meeting, an excellent opportunity for her to hear the issues of our members in various sectors.

▶ **Political Action:** At a lively session at the Joint Sector Meeting, Locals brainstormed ideas on how to take advantage of the \$1,000 available to them each year specifically for political action work (Policy 26.11) with the help of an Action Pack of ideas. As a result, some very innovative and creative requests are coming to ONA First Vice-President Vicki McKenna for promoting our key messages in your communities.

▶ **Professional Practice:** ONA has written to the College of Nurses of Ontario (CNO) regarding a new requirement under proposed changes to regulations and bylaws to enable NPs to prescribe controlled substances. To do so, NPs must complete one of two CNO-approved online courses, or the CNO's public registry will state they have a "restriction" on their license. ONA is disappointed by this negative labeling and has proposed a very specific, alternate way of posting this information. RNs may soon have similar difficulties. As the *Nursing Act* and regulations will be amended this spring to authorize RNs to prescribe medications and communicate a diagnosis, we assume RNs will require additional education to expand their scope of practice in this manner. For RNs who don't, ONA anticipates the CNO will again post that these nurses have "restrictions" on their license. ONA has alerted the Ministry that we are opposed to such postings.

▶ **Human Rights and Equity:** Legal Expense Assistant Plan Manager Sheila Riddell has been named project manager for

The Next Board of Directors meeting will be held from June 19-22 at the ONA Provincial Office.

the Human Rights and Equity Team, which held its first meeting of the year in March. Jackie Chesterman (LGBT), Melissa Grenier (Disabilities), Colleen Taylor (Racialized) and France O'Connell (Francophone) are returning members. The team is currently contacting an Aboriginal member to join.

- ▶ **Labour Relations:** Individual bargaining for ONA's 10 community care access centres is off to a good start, with five groups settling contracts at press time: North East, South West, Waterloo Wellington, South East and Central East.
- ▶ **Health and Safety:** Region 4 Vice-President Laurie Brown provided a report on the May Health and Safety Caucuses ONA is holding across Ontario.
- ▶ **Local Finance:** Eight new Treasurers from Locals 10, 21, 26, 46, 84, 100, 124 and 237 have received training and are transitioning into their new roles.
- ▶ **Member Education:** Region 2 Vice-President Cathryn Hoy gave an update on education, including our Activist Camp and Leadership Summit, which takes place in Grand Bend from September 18-22. The conference will bring together 25 members in each of three steams – Activist, Novice and Advanced – along with the Board and staff, to learn, interact and engage under the theme, *Let's Get Loud!* All candidates and their Local Coordinators will be notified by email of the status of their application mid-June.

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.