



# Board Highlights

## Making Important Decisions for You!

*A summary of discussions and decisions from the ONA Board of Directors meeting June 19-22, 2017*

ON THE HEELS OF OUR VERY SUCCESSFUL JUNE PROVINCIAL COORDINATORS MEETING, hosted by Region 4 in Niagara-on-the-Lake, the ONA Board of Directors came together to discuss the continuing successes and challenges for our members, making key decisions to move our union forward this summer and beyond.

### CURRENT PRIORITIES

Two top priorities discussed at this Board meeting were:

- ▶ **Constitutional Amendments:** Constitutional Amendments being considered for submission to the 2017 Biennial Convention in December were reviewed and discussed. A document containing the amendments will be drafted for the September Board and provided to Locals in accordance with the Constitution.
- ▶ **Ontario Federation of Labour (OFL):** The Board discussed re-entry into the OFL following overwhelming support by Local leaders at the June Provincial Coordinators Meeting. ONA will pursue further discussions with the OFL on terms.

### KEY MOTIONS

- ▶ In the lead-up to the next provincial election, the Board has approved the contracting of Santis Health, a public affairs and communications consultancy for clients specifically in the health-care sector, to help ONA develop and implement a strategic approach to government lobbying. The contract will begin in July and run for approximately 11 months.
- ▶ The acronym LGBT will be amended to the more inclusive LGBTQ+ in all ONA policies, documents and publications. LGBTQ+ includes not only lesbian, gay, bisexual and transgender individuals, but also people who define themselves as Queer and others whose definition of

themselves does not fit neatly into one of the listed categories.

### REGIONAL REPORTS

- ▶ **Region 1:** ONA is basking in the news that the Ontario Labour Relations Board has determined that we will be the union for the health professionals at Health Sciences North following the recent *Public Sector Labour Relations Translation Act* vote. The decision means we welcome approximately 800 members to our union!
- ▶ **Region 2:** A recent court decision that found the Royal Ottawa Mental Health Centre guilty of only one of five charges in a case where an RN was stabbed numerous times in the head and neck by a patient is appalling, ONA has told the media. Since the 2014 incident, ONA has successfully appealed the non-issuance of orders written by the Ministry of Labour and successfully fought an attempt by the hospital to quash orders to take measures to keep forensic unit nursing staff safe. The employer was found guilty of failing to reassess for the risk of violence at its Brockville site under the *Occupational Health and Safety Act*.

- ▶ **Region 3:** ONA is now in the second phase of litigation against the Toronto Academic Health Science Network group of hospitals, which did not agree to our original central arbitration process regarding the controversial vaccine-or-mask policy, opting instead to be bound by the outcome of a second central arbitration, with St. Michael's Hospital as the lead case. The hearing is before arbitrator William Kaplan.
- ▶ **Region 4:** Outstanding issues arising from the December 2015 settlement at the Hamilton Niagara Haldimand Brant Community Care Access Centre resulted in an addendum that addresses outstanding concerns related to the placement process and coverage of members' caseloads while precepting new staff. Gains include improved documentation tools, remote access to files and practice changes, along with 50 per cent coverage for home visits and assessment while precepting.
- ▶ **Region 5:** The 42 nurses working at Chatham-Kent Public Health Unit, whose contract expired in December 2016, have entered into conciliation with their employer, trying to avoid a strike. These members help ensure the health and well-being of more than 103,000 residents, providing chronic disease and injury prevention services in schools, workplaces and the community.

**WANT TO KNOW MORE?** The full minutes from the June 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:** Phase 1 of ONA's mobile app was launched to rave reviews at the June Provincial Coordinators Meeting, allowing users to access ONA news and special events, all central and Local collective agreements, and ONA contact information. If you have any app feedback before the full app, containing additional features, is launched at the Biennial Convention, or if you need help with it, email [appfeedback@ona.org](mailto:appfeedback@ona.org).
- ▶ **Government Relations:** Although *Bill 163 – Supporting Ontario's First Responders Act (Post-Traumatic Stress Disorder [PTSD]), 2016* is now law and still excludes nurses, ONA provincial leaders continue our lobbying efforts, including discussions with Labour Minister Kevin Flynn and Health and Long-Term Care Minister Eric Hoskins. We are also asking our Local leaders and front-line members to meet with your MPPs to seek their support for the inclusion of nurses.
- ▶ **Student Liaison:** ONA's summer Student Placement Program is underway and we welcome six affiliate students, who have been assigned to several staff teams: Kelly Huang (IT Team), Andy Mok (Communications and Government Relations Team), Shreya Patel (Organizing Team), Samantha Zacchigna (Human Resources Team), Alexa Jugo (Health and Safety Team), and Esther-Ann Xavier (Membership Education and Events Team). The student program gives students the opportunity to contribute to the significant work we do for our members.
- ▶ **Political Action:** Thanks to our members' Local activities to spread our key

*Nurses Know* campaign messages, ONA's Petition for Better Care has been read 11 times in the Ontario Legislature in 2017, for a total of 36 times. The total number of signatures on our hard copy petitions is almost 17,000, and our online petition now has close to 22,000 signatures, putting our total petition count at almost 39,000. Amazing work!

- ▶ **Professional Practice:** With RNs being replaced with less qualified providers and the roles of these providers continuing to be blurred throughout the province, ONA's Professional Practice Team has reviewed the literature available and developed a list and brief summary of articles that support our members and staff in advocating for more RNs. *Nursing Skill Mix, A Synopsis of the Literature* also provides additional resources for use in the professional responsibility complaint process and is available at [www.ona.org/pp](http://www.ona.org/pp).
- ▶ **Human Rights and Equity:** On the recommendation of the Human Rights and Equity Team, the Board approved a change in the theme for this year's Human Rights and Equity Caucus, which kicks off Biennial Convention week on December 4. The theme will now focus on profiling.
- ▶ **Labour Relations:** If you haven't filled out our electronic *Have a Say* bargain-

**The Next Board of Directors meeting will be held from September 18-21 during the Leadership Summit and Activist Camp in Grand Bend.**

ing survey, available at [www.ona.org/haveasay](http://www.ona.org/haveasay), there's still time, as we are extending the deadline until July 12. Please encourage your members to do so as well. For the region with the highest percentage of members completing the survey, ONA will fund one member to attend the Biennial Convention.

- ▶ **Health and Safety:** The reviews are in and they are very positive for ONA's Health and Safety Caucuses, which were attended by more than 250 members across the province this past May. During the Caucuses, members shared their stories and information about supervisory competency, or lack thereof, in their workplaces.
- ▶ **Local Finance:** ONA has been increasing efforts to contact members that haven't collected or cashed their dual dues refunds, which has resulted in more members receiving their money.
- ▶ **Member Education:** Plans are well underway for the Leadership Summit and Activist Camp, taking place from September 18-22 in Grand Bend. The conference will bring together 90 members (30 in each of the Activist, Novice and Advanced streams), the Board and staff to learn, interact and engage under the umbrella theme of "Let's Get Loud."

**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); Cathryn Hoy (interim), Region 1, Human Rights and Equity (#7758); 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.