



Board Highlights

Making Important Decisions for You!

A summary of discussions and decisions from the ONA Board of Directors meeting, September 18-22, 2017

TAKING ADVANTAGE OF THE OPPORTUNITY TO LIAISE WITH PARTICIPANTS OF ONA'S annual Leadership Summit and Activist Camp, the Board of Directors held its September meeting in Grand Bend to discuss an array of priorities in what is turning out to be a jam-packed fall.

CURRENT PRIORITIES

Three priorities discussed at this Board meeting were:

- ▶ **Constitutional Amendments:** A number of Constitutional Amendments and Resolutions being submitted to the 2017 Biennial Convention in December were reviewed and discussed in preparation for presentation at the convention.
- ▶ **Budget:** The multi-year amended budget for 2018, 2019 and 2020 was approved, which includes an increase for Supplemental Funded Locals for labour relations meetings from \$500 to \$750 per Bargaining Unit per year. Locals receiving Bargaining Unit allowance will receive \$1,500 per Bargaining Unit per year (previously \$1,000). All improvements are based on a 3 per cent dues increase. The budget will be presented at the Biennial Convention.
- ▶ **RN4CAST Study:** ONA is supporting the largest study of its kind on nursing care and patient outcomes, which originated in the U.S and has been implemented in several other countries before coming to Canada. The study, led by Linda McGillis Hall, RN, PhD, FAAN, FCAHS, will look at how organizational features of hospital care impact on nurse recruitment and retention, and patient outcomes in Ontario. Watch for information on how you can participate in this crucial research.

KEY MOTIONS

- ▶ A policy will be developed to address interim leadership vacancies at the Local and Bargaining Unit level.
- ▶ ONA will support Working Families research and advocacy this fall.

ONA PROVINCIAL ELECTION

- ▶ The election is currently underway to allow members with entitlements to determine who will sit on the Board of Directors for the term running from January 1, 2018 until December 31, 2019. As ONA President Linda Haslam-Stroud is retiring, our current First Vice-President Vicki McKenna has been acclaimed President-Elect. Elections will take place for the positions of First Vice-President, and candidates are Cathryn Hoy from Local 99 and James Murray from Local 100. Region 4 Vice-President candidates are Laurie Brown from Local 70 and Aisha Jahangir from Local 25. All other Regional Vice-Presidents have been acclaimed: Pam Mancuso for Region 1, Bernadette Robinson for Region 2, Andy Summers for Region 3, and Karen Bertrand for Region 5.

REGIONAL REPORTS

- ▶ **Region 1:** RNs employed by the Lady Isabelle Nursing Home in Trout Creek are speaking out about their fragile and vulnerable residents, who are faced with having to move to other nursing home facilities, which, in some cases, may be far from their families, following the revocation of Lady Isabelle's licence.
- ▶ **Region 2:** In light of the \$75,000 fine levied against the Royal Ottawa Mental Health Centre for failing to reassess the risk of violence after an RN was repeatedly stabbed and critically injured at its Brockville site, ONA has told the media the province needs to invest in proactive measures to keep nurses safe and stop wasting taxpayers' money in legal fees and fines when employers fail in their duties. ONA was deeply disappointed when three of the four charges against this employer were dismissed, and believes the fine alone will not change its behaviour.
- ▶ **Region 3:** RNs at Southlake Regional Health Centre have called for an Independent Assessment Committee (IAC) over concerns that understaffing in the hospital's emergency department is compromising patient care and safety. The IAC takes place the last week of September.

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) following approval at the next Board meeting.

- ▶ **Region 4:** After launching an online campaign that urged ONA members and residents of the Niagara region to send a message to council to respect and value the work of the 161 RNs and NPs who work for the Regional Municipality of Niagara Public Health Unit, members ratified a two-year contract.
- ▶ **Region 5:** A settlement has recently been reached for our members at the Board of Health of Middlesex – London Health Unit, which provides wage increases and improvements to benefits.

PORTFOLIO REPORTS

- ▶ **Communications:** The latest phase of ONA's *Nurses Know* campaign, with the tagline *Better Care Starts Here*, will focus on hospital overcrowding, long-term care and access to home care and care coordination, using television, radio, transit, cinema and print ads, along with a strong social media component. Check nursesknow.ona.org in the weeks to come to learn how you can get involved.
- ▶ **Government Relations:** ONA presented to the Standing Committee on Finance and Economic Affairs on Bill 148, *the Fair Workplaces, Better Jobs Act*, noting that while we commend the government for modernizing Ontario's outdated labour and employment laws, more needs to be done. Our principle recommendation is that automatic access to first contract arbitration be created in all situations instead of only when a union has been remedially certified.
- ▶ **Student Liaison:** As the Ontario/Quebec Regional Conference of the Canadian

Nursing Students' Association (CNSA), which ONA has sponsored in the past, will be in the form of a webcast this year, we will instead provide funding to assist CNSA delegates to attend the CNSA National Conference in Vancouver in January, and our Biennial Convention.

- ▶ **Political Action:** Several ONA members listened in as the NDP private member's bill received second reading in the legislature to expand the entitlement to benefits under the WSIB insurance plan for post-traumatic stress disorder (PTSD), while ONA provincial leaders continue our lobbying efforts through discussions with Labour Minister Kevin Flynn and Health and Long-Term Care Minister Eric Hoskins. We are confident we will get nurses included in PTSD legislation!
- ▶ **Professional Practice:** Thanks to ONA's advocacy, NPs who choose not to prescribe controlled substances will no longer be labelled as having "restrictions" on their license by the College of Nurses of Ontario (CNO). ONA repeatedly raised this issue with the Ministry of Health and Long-Term Care and the CNO while members sent letters and posted comments on social media. The Ministry has confirmed the CNO has been informed they must find another way to convey this information.

The Next Board of Directors meeting will be held on November 27-28 and 30 at the ONA Provincial Office.

- ▶ **Human Rights and Equity:** Members came out in full force for Labour Day events across the province, including Toronto where the parade theme of "Step Up and Speak Up" echoed ONA's mantra of "Get Loud!"
- ▶ **Labour Relations:** The results from our recent *Have a Say* bargaining questionnaire were presented to the Board and discussed, and will guide the bargaining priorities of the newly elected Hospital Central Negotiating Team. Thanks to all of you who participated.
- ▶ **Health and Safety:** The topic for the 2018 Health and Safety Caucus will be "Violence...Are You at Risk? Who, How and When to Assess."
- ▶ **Local Finance:** Three Treasurer webinars are set to go this fall and winter on the topics of bank reconciliations, budgets and the development of Local policies.
- ▶ **Member Education:** Reviews are over the top for ONA's Leadership Summit and Activist Camp, which took place from September 18-22 in Grand Bend. The conference brought 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); 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.