



Board Highlights

Making Important Decisions for You!

A summary of discussions and decisions from the ONA Board of Directors meeting | November 27-30, 2017

MOVING THEIR DECEMBER MEETING UP TO ACCOMMODATE OUR BIENNIAL CONVENTION, the 2017 ONA Board of Directors came together for the final time this year to say farewell to retiring President Linda Haslam-Stroud. We also welcomed new Board member Bernie Robinson as Region 2 Vice-President for the 2018-2019 term.

CURRENT PRIORITIES

The key priorities discussed at this Board meeting were:

► **Board Portfolios:** The portfolios for the 2018-2019 Board are as follows: President Vicki McKenna (communications/government relations, and student liaison); First Vice-President Cathryn Hoy (professional issues and political action); Region 1 Vice-President Pam Mancuso (human rights and equity); Region 2 Vice-President Bernadette Robinson (education); 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).

► **RN4CAST Study:** ONA is supporting the largest study of its kind on nursing care, workloads 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. We need all hospital nurses to complete this survey and request all hospital leaders to encourage them to do so. To begin, log onto <http://tiny.cc/nursesurvey>.

KEY MOTIONS

- ONA will continue to support the Ontario Health Coalition for 2018, which will be allocated for sponsorship, special campaigns, and provincial election work.
- An annual sustaining donation will also be given to the Canadian Health Coalition.

REGIONAL REPORTS

- **Region 1:** ONA is grieving unresolved violence concerns, a dysfunctional Joint Health and Safety Committee and a failing Internal Responsibility System at North Bay Regional Health Centre. The employer agreed to have an ONA specialist address senior management on these serious issues.
- **Region 2:** After RNs and RPNs working for Paramed Home Health Care in Lindsay voted to join ONA, ONA President Linda Haslam-Stroud told the media that our union has consistently spoken out about the need for more front-line RNs and RPNs to provide home-care services for those who need it.
- **Region 3:** The Independent Assessment Committee (IAC) looking into concerns

that understaffing at Southlake Regional Health Centre's emergency department is comprising patient care and safety released 28 recommendations addressing every one of ONA's eight areas of concern. Bargaining Unit President DJ Sanderson will be working with ONA staff to ensure these recommendations are implemented. Read more in the fall issue of *Practice Matters* at ona.org/pp.

- **Region 4:** A professional responsibility complaint settlement was reached with Cambridge Memorial Hospital, fully resolving all issues of staffing, skill mix, equipment, policies and security in the Inpatient Mental Health Unit. Achievements include an increase to baseline staffing to two RNs at a minimum and the opening of an additional five beds.
- **Region 5:** ONA is gravely concerned about the future quality of resident care at Southbridge Chelsey Park Retirement Community in London after the employer cut 150 hours of RN care per week – the equivalent of four full-time nursing positions – for its 247 residents.

PORTFOLIO REPORTS

- **Communications:** The second phase of ONA's exciting new App has launched. Enhanced features include direct access to collective agreements, article by article; direct actions that support ONA's

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

advocacy work; ONA news and events; and much more! Download from the Apple store and Google Play today! If you have any comments on the App, send to appfeedback@ona.org.

- ▶ **Government Relations:** ONA presented to the legislative Standing Committee on Bill 160, *Strengthening Quality and Accountability for Patients Act*, an omnibus bill that contains 10 schedules dealing with 10 different pieces of legislation. ONA does not believe the proposed amendments in the bill will strengthen quality care or are in the interests of our patients, and issued recommendations on six of the 10 schedules. To review our submission, log onto ona.org/submissions.
- ▶ **Student Liaison:** ONA wished our nursing affiliate members across the province a very happy National Nursing Student Week this past November. Our affiliate members at the University of Windsor created a special banner to acknowledge the week that features ONA's *Nurses Know* campaign slogan!
- ▶ **Political Action:** We did it! After an exhaustive lobby by ONA, Minister of Health and Long-Term Care Dr. Eric Hoskins announced at our Biennial Convention that all front-line nurses who provide direct care will be included in presumptive post-traumatic stress disorder legislation, which will be introduced next spring. ONA has been getting loud about the omission of nurses from the legislation since it passed in 2016. Great news!
- ▶ **Professional Practice:** ONA fought hard against parts of Bill 87, an omnibus health bill that included proposed changes to the *Regulated Health Pro-*

fessions Act, particularly a change that would require regulatory colleges to post on public registers results of all decisions of the Discipline Committees and Fitness to Practice Committees, even those of "no findings." ONA argued doing so would taint the members' reputations, was extremely stigmatizing, and that nothing should appear on the register if there was no support for the allegations. ONA's advocacy paid off, as the government made the following concessions: When the Discipline Committee makes a ruling that there is "no finding" against a member, that decision will be posted, but removed automatically after 90 days; and when the Fitness to Practice Committee makes a ruling that a member is not incapacitated, that decision will not be posted at all.

- ▶ **Human Rights and Equity:** ONA's Human Rights and Equity Caucus, which kicked off Biennial Convention week on December 4, was the highest attended Caucus in our history! Under the theme, *We Need to Talk: The Truth about Stereotyping*, the Caucus addressed the way unconscious biases impact patient care and how these stereotypes can be directed at our members and affect their work life.
- ▶ **Labour Relations:** The recently-elected Hospital Central Negotiating Team, chaired by First Vice-President-elect Cathryn Hoy, received orientation this fall to review the *Have a Say* results and plan bargaining proposals. Talks with

the Ontario Hospital Association begin in January, followed by mediation with Bill Kaplan. If not successful, arbitration dates are set for March 2018.

- ▶ **Health and Safety:** The government has indicated that many Ministry of Labour inspectors have received violence training as a result of the 23 consensus recommendations from the Workplace Violence Prevention in Healthcare Leadership Table, a joint initiative of the Ministries of Labour and Health and Long-Term Care (ONA President Linda Haslam-Stroud sits on the Executive Committee that provides strategic direction to the committee; President-elect Vicki McKenna will take over this role in the new year). There are a number of outstanding issues where ONA is looking for concrete enforceable improvements, including personal panic alarms, investigation tools, and risk assessments.
- ▶ **Local Finance:** We welcome several new Treasurers in 2018 from Locals 12, 49, 134 and 137. Training with ONA staff has been booked. Welcome!
- ▶ **Member Education:** Planning for the March 2018 Joint Sector Meeting has begun with the design team coming together to initiate program content. The meeting will be held at the Sheraton Centre in Toronto on March 27-28.

**The Next Board of Directors meeting
will be held on February 12-15, 2018
at the ONA Provincial Office.**

**If you have any questions about
this Board meeting, please contact
ONA President-elect Vicki McKenna,
First Vice-President-elect Cathryn
Hoy or your regional Vice-President
(contact information below).**

Board members for 2018: Vicki McKenna, President, Communications and Government Relations/Student Liaison (#2254); Cathryn Hoy, First Vice-President, Political Action and Professional Issues (#2314); Pam Mancuso, Region 1, Human Rights and Equity (#7710); Bernadette Robinson, 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.