



Board Highlights

Making Important Decisions for You!

A summary of discussions and decisions from the ONA Board of Directors meeting | February 12-15, 2018

THE 2018-2019 BOARD OF DIRECTORS, ELECTED/ACCLAIMED LAST FALL, came together for their first Board meeting to discuss the strategic priorities of our union for the next two years and how they will work together as a team to move those priorities forward with the government, employers, stakeholders and the public.

CURRENT PRIORITIES

The key priorities discussed at this Board meeting were:

► **Biennial Convention Actions and Recap:**

The key decisions and discussions coming out of the December Biennial Convention were reviewed, including the appointment of our auditors, the rules of orders and resolutions passed, with the Board making recommendations for future provincial meetings.

► **Provincial Election Policy:** Amendments will be drafted to the current policy to make it clearer and easier to read. Once approved, similar changes will be made to the Central Negotiations Election Policy.

► **ONA Lobbying:** Santis Health, which is providing strategic direction to ONA on lobbying leading up to the provincial election, provided a presentation on its proposals, which the Board is currently reviewing.

KEY MOTIONS

► The Board will continue to support the Ontario Association of Interval and Transition Houses (OAITH), whose membership includes emergency shelters for abused women and their children, housing programs and community-based women's service organizations, with a donation of \$10,000 annually for the years 2018, 2019 and 2020. The Board is also looking at other ways to promote the

important work of OAITH moving forward.

► The Occupational Health Clinics for Ontario Workers Sudbury Clinic's Repetitive Strain Injury Awareness Conference will also be supported by ONA with an annual donation of \$600 for the next three years.

► New Bargaining Unit Westgate Lodge in Belleville will merge with Local 31.

REGIONAL REPORTS

► **Region 1:** After unsuccessfully trying to negotiate a new contract with their employer since last October, RNs and RPNs working for St. Elizabeth Home Care in Thunder Bay have headed to conciliation. The members have been without a contract for almost two years. The ONA negotiating team believes St. Elizabeth, which has acknowledged it has chronic problems attracting and retaining nurses due to its inferior wages, must institute a pay grid such as other employers offer.

► **Region 2:** Members from Local 74 are speaking out about the serious ramifications to patient care after the Royal Ottawa Health Care Group announced it was cutting 19 front-line RNs from

its Integrated Forensic and Mood Crisis programs. Among the member advocacy was a rally outside the hospital, attended by First Vice-President Cathryn Hoy.

► **Region 3:** After a very difficult round of negotiations that came down to the wire, approximately 250 public health nurses working at the Regional Municipality of York reached a two-year agreement during mediation, avoiding a potential strike.

► **Region 4:** ONA has reached a binding professional responsibility complaint (PRC) settlement for members on the Endoscopy/Post Anesthesia Care Unit at Niagara Health System – Greater Niagara General Site, which addresses RNs' serious staffing and workload concerns. Among the significant achievements, the employer agreed to: increase baseline RN staffing; ensure all RN shifts are filled on the schedule prior to being posted; ensure there is a trained aid (personal support worker) to turn over each room between cases; ensure an anesthesiologist is present for all endoscopy procedures; and consult with nursing staff to improve documentation.

► **Region 5:** The merger of Oxford and Elgin County public health units is moving ahead, with a meeting scheduled with members for March 5 to provide information and answer their questions.

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.

PORTFOLIO REPORTS

- ▶ **Communications:** Later this month, ONA President Vicki McKenna will launch her first podcast, a very effective and impactful way to communicate with members, students and the public. The podcast, which will touch on her transition into the role of president and the current priorities for ONA, will soon be made live on ONA's website at www.ona.org/podcast. Please let your members know!
- ▶ **Government Relations:** As Bill 148 received Royal Assent late last year, ONA has sent direction to our leaders regarding changes to the *Employment Standards Act*. The March/April issue of *Front Lines* will also contain an article highlighting changes.
- ▶ **Student Liaison:** During the National Conference of the Canadian Nursing Students' Association in Kelowna in January, Region 2 Vice-President Laurie Brown addressed all delegates and met with the Ontario contingent to discuss their key issues and how ONA can help address them, which was discussed more in-depth by the Board.
- ▶ **Political Action:** ONA is working with the government to quickly implement legislation, promised by the Health Minister at our Biennial Convention, to include all nurses who provide direct patient care with access to treatments and benefits needed to heal from post-traumatic stress disorder (PTSD). When nurses were initially excluded, thousands of members participated in an email cam-

paign to the Minister of Labour and used our PTSD lobby kit when asking MPPs for support.

- ▶ **Professional Practice:** The Board continues to urge members to complete the RN4Cast Study, the largest of its kind on nursing care and patient outcomes. The study is intended to create knowledge to improve nurses' work environments and the quality of patient care, so it is critical as many members as possible participate at <http://tiny.cc/nursesurvey>.
- ▶ **Human Rights and Equity:** With the New Year, comes the addition of three new members on the Human Rights and Equity Team, replacing those whose two-year terms expired on December 31, 2017: Jackie Chesterman, France O'Connell and Colleen Taylor. The team, which has a mandate to enhance and promote the equal treatment of workers and freedom from discrimination and harassment in the workplace, welcomes Celine Messier (Francophone equity group), Angel Paniagua Perez (LGBTQ+ equity group) and Emmanuel Ajayi (Racialized equity group).
- ▶ **Labour Relations:** Ten frustrating days of bargaining with the Ontario Hospital Association for a contract for over 55,000 hospital members was followed by three days of mediation, and arbitration on February 26 – 27. We are strong and united in achieving a collective

agreement that demonstrates respect for RNs and health-care professionals in the hospital sector. Look for updates at www.ona.org/bargaining.

- ▶ **Health and Safety:** ONA has written to the Minister of Labour regarding our expectations for and commitment to the second phase of the Workplace Violence Prevention in Health Care Leadership Table, which includes working groups for hospitals, homes and the community. ONA President Vicki McKenna represents ONA on the Executive Team overseeing the table.
- ▶ **Local Finance:** To assist Treasurers in their important roles, we have provided several webinars covering topics such as bank reconciliations, the 2018 budget and Local policies. Topics for the 2018 webinars are currently being discussed.
- ▶ **Member Education:** Registration is now open for the 2018 Joint Sector Meeting, which will be held on March 27 - 28 at the Sheraton Centre in downtown Toronto. This information-sharing and networking meeting will provide an overview of labour relations topics, labour relations education and breakout sessions for each of our sectors. Please register by March 16 at www.ona.org/jsm.

The Next Board of Directors meeting will be held on April 16-19, 2018 at the ONA Provincial Office.

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

Board members for 2018: Vicki McKenna, President, Communications and Government Relations/Student Liaison (#2314); Cathryn Hoy, First Vice-President, Political Action and Professional Issues (#7755); Pam Mancuso, Region 1, Human Rights and Equity (#7703); Bernadette Robinson, Region 2, Education (#7756); 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.