



Board Highlights

Making Important Decisions for You!

A summary of discussions and decisions from the ONA Board of Directors meeting | September 17-21, 2018

HOLDING THEIR SEPTEMBER MEETING alongside the annual Leadership Summit and Activist Camp, which brought together 90 novice and advanced ONA leaders and engaged members for a week-long educational and solidarity-building event, the ONA Board of Directors discussed an array of priorities and strategies for the fall in light of a new provincial government. It was also an opportunity for participants to get to know ONA's new Senior Director of Nursing Practice and Advocacy, Carol Anderson, RN, BScN, MScN, who joined staff just two weeks earlier.

CURRENT PRIORITIES

The key priorities discussed at this Board meeting were:

- ▶ **Nurses Know Campaign:** Compass 360, ONA's advertising company, presented a plan for a potential winter 2018/2019 public awareness campaign, building on our previous *Nurses Know* campaigns. The campaign will include cinema and radio ads, along with a strong social media component. Stay tuned for more.
- ▶ **Long-Term Care Inquiry:** As phase one of the independent public inquiry into the policies, procedures and oversight of long-term care (LTC) homes has wrapped up, ONA is focusing our attention on the next phase: providing recommendations for changes to protect and improve the lives of LTC residents. Testimony during the inquiry, instigated by the tragic assaults and murders of residents under the care of Elizabeth Wettlaufer, has shed much-needed light on working conditions in this sector, particularly in for-profit homes, and the need for more RNs, and ONA is hopeful that concrete solutions can be put into place to prevent a similar tragedy from happening again. The final report, including recommendations, will be delivered to the Attorney General by July 31, 2019.

KEY MOTIONS

- ▶ The terms of the existing Nursing Week Team, the Election Team, the LEAP Advisory Team and the Complaints Panel will be extended to December 31, 2019 so they will all be selected at the same time. The mandate of the Nursing Week Team will be amended to provide for a two-year term, which is the same as the other teams, instead of the current one.
- ▶ Dr. Elaine Todres, who specializes in strategic and governance counsel and strategic facilitation to executive leadership teams, will conduct a review of the roles and responsibilities of the ONA Board of Directors.

REGIONAL REPORTS

- ▶ **Region 1:** ONA President Vicki McKenna, First Vice-President Cathryn Hoy and Region 1 Vice-President Pam Mancuso joined members from Health Sciences North, staff, fellow unions and other supporters for a rally in Sudbury to protest ongoing cuts at the facility, totaling the equivalent of 60.5 full-time RNs.
- ▶ **Region 2:** After staging an information picket outside the main public health

office in Belleville to protest the lack of movement at the bargaining table and to bring attention to the important work they do for their community, more than 40 members from Hastings Prince Edward Public Health reached a settlement with their employer during mediation, just days before their legal strike deadline.

- ▶ **Region 3:** Despite strong advocacy from ONA, Women's College Hospital (WCH) has proceeded with the layoff of four full-time primary RN positions at its Family Practice Centre, but we are asking for your help with one final push. Please send a personalized or templated email to the WCH Board asking that the cuts be rescinded at www.ona.org/wch.
- ▶ **Region 4:** Region 4 was particularly active in Labour Day events, as members from Locals 70 and 75 in Hamilton coordinated in blue to march in the Hamilton and District Labour Day Parade, and Local 7 Coordinator Melanie Holjak engaged attendees at the Brantford and District soap box derby and car show in conversations about the state of health care and the role of RNs in all sectors. We thank leaders and members from all across the province for getting out and showing your communities that labour cares!
- ▶ **Region 5:** Local 8 in Windsor has released the second of four powerful ads to raise public awareness about the serious issue of workplace violence. The ad, which depicts a distraught patient attacking nurses, is playing before all feature films

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.

at the city's Imagine Cinemas, except those geared towards children. The video and still ads are also running on digital screens from Windsor to London to ensure maximum exposure. To view, see <https://youtu.be/Row3TuswueY>.

PORTFOLIO REPORTS

► **Communications:** The fourth in ONA's highly-effective and far-reaching podcast series, *Forward Together with ONA*, is now available, and features ONA President Vicki McKenna discussing current issues and union priorities for the next few months. Please encourage your members to tune in at www.ona.org/podcast.

► **Government Relations:** ONA President Vicki McKenna has met with Deputy Minister of Health and Long-Term Care Helen Angus to introduce herself and our union, and reiterate our call for 10,000 more RNs in four years. We also have upcoming meetings with the Ministers of Health and Long-Term Care and Labour.

► **Student Liaison:** ONA will be hosting a meeting of the Canadian Nursing Students' Association's Ontario official delegates and associate delegates at our provincial office on October 13. About 40 students from 21 nursing schools are expected to attend.

► **Political Action:** While we are making ourselves known to the new government at the provincial level, we asked participants at our Leadership Summit and Activist Camp to set up meetings with their MPPs during Constituency Week – the first week in November – and beyond, so they can hear the realities on the front lines and the solutions from those who know best. Any other leader and member who is interested in getting to know their MPP and sharing our key messages

is asked to let us know – the more we get out there, the better! We are working on MPP Lobby Kits to assist.

► **Professional Practice:** RNs on the medicine floors at Guelph General Hospital have secured a significant professional responsibility complaint settlement to address their serious workload issues, including insufficient RNs and resource nursing staff, and an inappropriate skill mix. As a result, the employer has agreed to increase RN staffing by three full-time resource nurse positions, and hire five full-time nursing positions to the medicine program to increase the nurse to patient ratio and ensure an appropriate skill mix.

► **Human Rights and Equity:** The Human Rights and Equity Team is hard at work planning the 2018 Caucus, which will be held on November 20 at the Westin Harbour Castle in Toronto. Under the theme, *Healing the Caregiver: Helping Members with Addictions*, the Caucus will tentatively include an expert guest speaker, real-life examples from our members, and a lively panel discussion.

► **Labour Relations:** Please encourage interested members to put their name forward for an elected position (one in each region) on the Nursing Homes Central Negotiating Team, which will bargain the next contract. Information, including nomination forms, have been sent to Local Coordinators and Bargaining Unit Presidents in the nursing homes sector and are available at <https://bit.ly/2R1eqzQ>. The deadline is 1600 hr. on October 18.

The Next Board of Directors meeting will be held on December 4-6 in ONA's provincial office.

► **Health and Safety:** ONA's Health and Safety Caucus next spring will focus on the new Musculoskeletal Guideline from the Centre for Research Expertise for the Prevention of Musculoskeletal Disorders. Also, ONA is cohosting the Sixth International Conference on Violence in the Health Sector in Toronto on October 24-26. ONA President Vicki McKenna will deliver a speech to the delegates on our work in this important area, while several ONA Local leaders will participate on a panel discussion during a workshop we are hosting on the first day.

► **Local Finance:** Several new Treasurers have been trained in 2018 from Locals 8, 54, 55, 75, 82 and 134. Treasurers are key to the efficient functioning of their Locals and we welcome them to their new roles.

► **Member Education:** ONA's has chosen the successful candidates for our 2018 Member Secondment Program: Alexandra Hospital Bargaining Unit President Pat Daltrey, Kilean Lodge Bargaining Unit President Anna Sorrenti-Sorbara, Kingston Health Sciences Centre Health and Safety Network Lead Adriana Breen, and Centre for Addiction and Mental Health Human Rights and Equity Rep Maraget Buis. The program aims to increase candidates' knowledge, skill and confidence in grievance handling and negotiations, which they can take back to their Locals, and encourages them to apply for a servicing or other leadership position.

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.