



Board Highlights

Making Important Decisions for You!

A summary of discussions and decisions from the ONA Board of Directors meeting | December 4-6, 2018

DESPITE THE CONTINUING CHALLENGES OUR UNION FACES, the ONA Board of Directors, completing its first year as a strong, united team, was full of optimism for the year ahead at its final meeting of 2018. The meeting was also an opportunity to officially welcome Bev Mathers into her role as interim CEO.

CURRENT PRIORITIES

The key priorities discussed at this Board meeting were:

- ▶ **Budget 2019:** The 2019 budget, presented at the fall Area Coordinators Conferences and November Provincial Coordinators Meeting, was approved. Because members are facing high workloads, less forgiving employers and tightening government purse strings, which is increasing our Legal Expense Assistance Plan, Professional Practice, Health and Safety, and grievance-arbitration files, the budget includes funding for additional resources and 12 staff, who will be added throughout 2019 to assist and support the needs of our members.
- ▶ **Board Roles and Responsibilities:** The Board has committed to continuing their work in 2019 regarding the recommendations pertaining to the Board structure, including the creation of Board Committees, the Board governance model and Board compensation.

ENGAGING MEMBERS

It is a priority of the Board to engage members and build a strong leadership team. The Board continued to discuss ways to engage members in our Bargaining Units in the work of our union. With several small Bargaining Units currently without a Bargaining Unit President, the ultimate goal is to encourage members to step into this important role.

NURSE HEALTH PROGRAM (NHP)

The long-awaited NHP will publicly launch in January 2019, and will be open to all eligible nurses in Ontario. The January/February issue of *Front Lines* will contain a feature section on the program.

KEY MOTIONS

- ▶ ONA will continue to provide an annual sustaining donation and targeted monies for campaigns totalling \$50,000 to the Ontario Health Coalition to continue its critical advocacy work in protecting our public health-care system.
- ▶ An amendment to Policy 26.17 (*Funding for Local Coordinator and Local Treasurer High-Speed Internet*) clarifies that the policy includes either internet connection or the use of a "mobile hot-spot" obtained through a mobile device (e.g. iPhone or android phone) or dedicated mobile wifi (e.g. mobile hub or turbo stick).
- ▶ The Board will match the \$2,950 raised by members and staff through a raffle at the November Provincial Coordinators Meeting (PCM) to assist Danielle Kane, a nursing student who was shot while coming to the aid of a victim of the Danforth shootings with her boyfriend Jerry Pinksen. Kane, who spoke at the PCM with Pinksen, an ONA member, is confined

to a wheelchair but hopes to continue her nursing studies. These monies will be used to support her long rehabilitation.

REGIONAL REPORTS

- ▶ **Region 1:** The Board thanks all leaders and members for the unwavering support shown to our members from the Thunder Bay District Health Unit, who braved the cold for five weeks in the longest strike in ONA's history. From joining the picket line to providing gift cards and cash donations to sending video messages, your support helped boost their morale.
- ▶ **Region 2:** Members at the Peterborough Health Unit came close to hitting the picket lines themselves in their quest for a fair collective agreement. While a settlement was reached at mediation just shy of their strike deadline, the group was well prepared, staging two information pickets, launching an email campaign, and designing newspaper and Facebook ads.
- ▶ **Region 3:** ONA is actively involved in supporting our occupational health and safety nurses who work at the Oshawa GM plant, which is closing after 100 years of operation.
- ▶ **Region 4:** While Brant Community Healthcare System remains under supervision, the employer is modernizing many processes and providing opportunities for feedback, and model of care reviews continue with positive effect, especially in the emergency department.
- ▶ **Region 5:** ONA issued a media statement

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

in response to London Health Sciences Centre's (LHSC) decision to give armbands to potentially violent patients, noting that safe patient care and worker health and safety is our top priority. "ONA has been working closely with other unions, safety associations and employers, including LHSC, to find ways to keep patients and health-care workers safe, such as the implementation of violence prevention programs, including patient identification means," the statement reads.

PORTFOLIO REPORTS

- ▶ **Communications:** The next phase of ONA's *Nurses know* campaign has launched. The December phase features the ad, "The Gift," depicting the care nurses provide from the beginning to the end of life, which will air in movie theatres and on social media. The January phase focuses on two radio ads entitled, "Work to be Proud of" and "Why are We Losing Nurses," along with a social media component.
- ▶ **Government Relations:** ONA President Vicki McKenna has held meetings with the Minister of Health and Long-Term Care Christine Elliot and Minister of Labour Laurie Scott to establish relationships and discuss our members' key issues.
- ▶ **Student Liaison:** The Board approved an amendment to Policy 3.9 (*ONA and the Canadian Federation of Nurses Unions Student Scholarships*) to name one of the existing scholarships "The Reese Fallon Memorial Scholarship" and increase this particular scholarship from \$1,000 to \$2,000.
- ▶ **Political Action:** Several Local leaders and members took up our call to set up meetings with their MPPs during Constituency Week in November, with

the assistance of our MPP Lobby Kits, so they can hear the realities on the front lines and the solutions from those who know best. We are encouraging all interested leaders and members to get to know their MPPs in 2019.

- ▶ **Professional Practice:** A significant professional responsibility complaint (PRC) workload settlement has been reached at the Kingston General Hospital site of Kingston Health Sciences Centre, which addresses members' concerns over a lack of RN staff, changes to the model of care, and insufficient equipment. In the settlement, the employer agreed to increase current RN baseline staffing by 56.25 hours per 24-hour period, Monday to Friday, and 52.50 hours per 24-hour period on Saturdays, Sundays and statutory holidays; increase RN staffing above baseline when increased patient acuity and complexity is reported by RN staff; ensure appropriate RN/RPN staffing to meet patient volume and acuity 24/7; and provide sufficient equipment to meet patient care needs.
- ▶ **Human Rights and Equity:** The Human Rights and Equity Caucus, held at the Westin Harbour Castle in Toronto on November 20, was our best attended ever. Under the theme, *Healing the Caregiver: Helping Members with Addictions*, the Caucus featured poignant videos of brave members sharing their stories of recovery; insightful tips on how to assist members with addictions; and group work using the *Return to Work Guide*.
- ▶ **Labour Relations:** The *Have-a-Say* bargaining survey has been extended

The next Board of Directors meeting will be held on February 11-14 in ONA's provincial office.

until January 28, 2019. Please encourage your members in all sectors to fill out this crucial survey as it helps our negotiating teams determine your bargaining priorities heading into the next rounds. The survey is available at www.ona.org/haveasay.

- ▶ **Health and Safety:** ONA President Vicki McKenna and Provincial Services Team Manager Athena Brown met with Minister of Labour (MOL) Assistant Deputy Minister Peter Augruso and MOL Acting Provincial Coordinator Anne Duffy from the Occupational Health and Safety branch to express concerns about inadequate MOL responses to calls placed by our health and safety activists. We agreed to work together, exploring mutual education sessions where ONA staff/activists and inspectors exchange knowledge and share challenges.
- ▶ **Local Finance:** The 2019 Local Coordinators and Treasurers Week takes place on January 22-24, 2019 at Toronto's Chelsea Hotel. Registration is now open at www.ona.org/2019-lc-treasurer-workshops/.
- ▶ **Member Education:** Planning is well underway for the Joint Sector Meeting, which combines a full plenary with informative education sessions on a wide range of labour relations issues, and breakouts by sector. The meeting will be held on April 16-17, 2019 at the Sheraton Centre Toronto, and registration is expected to go live in February.

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.