



Board Highlights

Making Important Decisions for You!

A summary of discussions and decisions from the ONA Board of Directors meeting | February 11-14, 2019

WITH THE GOVERNMENT RESTRUCTURING components of our health-care system without consulting with ONA and our members, never has the work and decisions of our Board of Directors, who came together for its first meeting of the year, been more important to navigate our union through these unsettling times.

POLICY CHANGES

► **Policy 26.22 (Funding for Parades):** A new policy has been created to support member participation in local celebrations and events consistent with our vision and mission. ONA will fund registration fees for Locals/Bargaining Units participating in Pride and Labour Day parades, and where there are more than 40 ONA member participants, we will also contribute funding towards the cost of an appropriate float/vehicle for use in the parade.

► **Policy 26.15 (Strike-Lock-out Benefits):** This policy was amended to reflect that Bargaining Units may set up a strike hardship fund to assist members who are actively participating in the strike/lockout. This fund is intended to supplement strike pay and support members dealing with financial hardship.

► **Policy 3.9 (ONA and Canadian Federation of Nurses Unions Student Scholarship):** The amendment to this policy reflects an additional \$1,000 to one of ONA's existing scholarships (for a total of \$2,000), which will be named The Reese Fallon Memorial Scholarship. Also, scholarships will be open to nursing students as well as students in other regulated health professional education.

GROUP BARGAINING

As Bargaining Units in our Canadian Blood Services and Victorian Order of Nurses sectors will now bargain centrally instead

of individually, the Board approved the wording to the mandates of these new central negotiating teams.

GUIDELINES AND TIP SHEETS

► ONA has prepared a new document, *ONA Mergers: Guidelines for Leaders*, intended to assist our Local leaders in understanding and supporting members through varying types of mergers, including newly organized Bargaining Units, the creation of a new Local, voluntary mergers of two ONA Locals and demergers.

► The Board approved two new tip sheets for our members in the long-term care sector: *Police Investigations* and *Ministry of Health and Long-term Care Investigations*.

CFNU BIENNIAL CONVENTION

The last day for our Local leaders to register for the Canadian Federation of Nurses Unions Biennial Convention before part of the union's block is open to others on the waiting list is April 2. The convention will be held in Fredericton, New Brunswick from June 3-7. To register, visit nursesunions.ca/convention2019.

REGIONAL REPORTS

► **Region 1:** Local 13 Paramedical executive member Christine Spence was

ONA's representative at a media conference outside Finance Minister Vic Fedeli's constituency office in North Bay last month. The event was held to protest ongoing cuts to RN and health-care professional positions at Sudbury's Health Sciences North, which are affecting patient care throughout the north and the morale of staff who remain. Spence urged the community to speak out against the cuts.

► **Region 2:** Members from The Ottawa Hospital, the regional trauma centre for eastern Ontario, were part of a team of health-care professionals who expertly put their emergency preparedness skills to use following the recent OC Transpo bus crash that killed three people and injured 23 others. A Code Orange for mass casualties was called by the hospital within minutes of the tragedy.

► **Region 3:** ONA has spoken out about the horrific workplace attack of one of our members at Southlake Regional Health Centre in Newmarket, noting that the employer failed to immediately report the incident to ONA, their Joint Health and Safety Committee, and the Ministry of Labour, as required by law.

► **Region 4:** Local 70 Vice-President Dawn Gordon braved the winter weather to join the Port Dover Women's March on January 19. Gordon wore a bright red scarf to bring attention to violence against Indigenous women and girls in keeping with the international theme

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.

for the marches of *Ending Violence against Women*.

► **Region 5:** Members from the Windsor-Essex Public Health Unit are heading to conciliation after negotiations with their employer failed to secure an agreement. If conciliation fails, our members could be forced to strike. Stay tuned for updates, as these members will need all our support if they hit the picket lines.

PORTFOLIO REPORTS

► **Communications:** In our latest podcast, *Forward Together with ONA*, ONA President Vicki McKenna discussed our union's priorities for the year, the current status of the long-term care inquiry, and ongoing issues with violence in the workplace. Please encourage your members to listen at www.ona.org/podcast.

► **Government Relations:** ONA President Vicki McKenna recently presented our pre-budget submission to the Standing Committee on Finance and Economic Affairs, urging the government to develop a funded plan to close the gap in the province's RN capacity over the next four years. She also issued a series of ONA recommendations, including that hospital funding to offset increased cost pressures be at least 4.5 per cent, funding for expanded capacity in home increase, and a minimum standard of care be implemented in long-term care. Read more at www.ona.org/submissions.

► **Student Liaison:** During the Canadian Nursing Students' Association's national conference in Calgary last month, Region 1 Vice-President Pam Mancuso led a roundtable discussion with ONA affiliate students at the Ontario regional meeting. Mancuso and ONA Campaigns

Officer Ken Marciniec also staffed a table at the exhibitors' hall to answer students' questions about the work of ONA, a gold sponsor of the conference.

► **Political Action:** Local leaders are reminded to send invoices for their Policy 26.11 funding for political action to us in a timely manner.

► **Professional Practice:** A professional responsibility complaint (PRC) workload settlement has been reached at Erie St. Clair Local Health Integration Network, which addresses a number of workload issues raised by care coordinators on the community and chronic independence teams. The employer agreed to ensure that all vacant positions are filled and all new employees and internal transfers receive orientation, and to develop a process to bring overdue assessments up to date.

► **Human Rights and Equity:** A debrief was provided to the Board on the Human Rights and Equity Team's recent visit to the Scott Mission to offer assistance. The non-profit charity provides services to poor, homeless and vulnerable people in Toronto.

► **Labour Relations:** The newly-elected Nursing Homes Central Negotiating Team gathered for the first time at ONA's provincial office in January to get to know one another and come up with our bargaining proposals, determined through our recent *Have-a-Say* bargaining survey. Negotiations begin later this month.

► **Health and Safety:** The Nurses' Health Program (NHP), an initiative of ONA,

the College of Nurses of Ontario (CNO), the Registered Nurses' Association of Ontario and the Registered Practical Nurses Association of Ontario, has officially launched. Nurses in the province who are suffering from mental health and/or substance use disorders have the option of entering the NHP or being part of the CNO's usual health inquiry process. Please spread the message that any member in this situation should call ONA's LEAP Team first.

► **Local Finance:** Another successful Treasurers Workshop is in the books! During the two-day session, Treasurers reviewed their roles before heading into breakout sessions on budgets, payables and the month-end routine. The workshop concluded with the ever-popular potpourri question and answer session.

► **Member Education:** You asked and we listened! Based on feedback from the last Joint Sector Meeting (JSM), the education sessions for the upcoming JSM, which will be held at the Sheraton Centre Toronto on April 16-17, will be divided into two streams: Novice and Advanced. The full plenary will feature keynote speaker Dr. Linda McGillis-Hall from the University of Toronto's Bloomberg School of Nursing, who will speak about her RN4Cast study examining the relationship between nurse staffing and patient outcomes, and sector-specific breakout sessions. Register at www.multisoftwarevents.com/ONAJS19.

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).

The Next Board of Directors meeting will be held April 8-11 in ONA's provincial office.

Board members for 2019: 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.**