



# Board Highlights

## Making Important Decisions for You!

A summary of discussions and decisions from the ONA Board of Directors meeting | June 10-13, 2019

**SANDWICHED BETWEEN TWO KEY EVENTS** – the Canadian Federation of Nurses Unions' Biennial Convention in New Brunswick and our June Provincial Coordinators Meeting in Markham – the most recent Board of Directors Meeting focused heavily on how we will continue to push back against drastic decisions being made at Queen's Park at an alarming rate, proving it will be anything but a quiet summer for our union.

### BOARD RENEWAL

The discussion on Board renewal, which began in 2018, continued. Because of the increasing expectations of today's Board, three committees will be implemented – Finance and Risk, Governance and Nominations, and Quality of Member Services – chaired by a Board member and including members at large with staff support. A discussion and more information on Board renewal will take place at the October ACCs and the Biennial Convention in November.

### PERMANENT CEO

After holding the position on an interim basis for the past seven months, Beverly Mathers, RN, was named by the Board as permanent Chief Executive Officer. Mathers, a former Bargaining Unit leader, Labour Relations Officer and Senior Director of Labour Relations, has been a tremendous support to the Board as we navigate through these challenging times of health-care restructuring and political upheaval.

### KEY MOTIONS

► The Board discussed new leader recruitment strategies, determining that the monthly Local dues portions from Locals with Bargaining Units that have had no Bargaining Unit Presidents for a 12-month period will be deposited

into a segregated fund. Local funds will be reinstated upon the appointment of a Bargaining Unit President, with the funds being used for educating and supporting new leaders. In addition, funds from Bargaining Units without a Bargaining Unit President with no attendance at the recent Joint Sector Meeting will be transferred.

- ONA will donate \$10,000 in 2020 to Hamilton's Workers Arts and Heritage Centre, which aims to preserve, honour and promote the culture and history of all working people.
- The Board also pledged \$2,500 over five years (\$500 per year) to the Registered Nurses' Foundation of Ontario to establish and maintain the Nurse Innovator Award.
- Several documents were approved: The updated *Professional Practice Guide*; the *Professional Responsibility – Keep it Simply Succinct* reference for members in long-term care, Local Health Integration Networks, public health, and industry and clinics; and the *Tip Sheet for Bargaining Unit Presidents on Nursing Home Income Protection Plan*.

### REGIONAL REPORTS

- **Region 1:** The Board conducted a debrief of the five-week strike at the Thunder Bay District Public Health Unit last fall to determine what worked and what could be improved, particularly in light of the vast geographical area the members from the health unit serve.
- **Region 2:** ONA received notice that 14 RN positions are being cut from Orillia Soldiers' Memorial Hospital. While the facility informed us the cuts are not due to budget constraints, we note that some RNs are being replaced by management positions. ONA is asking the community to help us fight back.
- **Region 3:** ONA participated in an Ontario Federation of Labour media conference at Queen's Park to highlight the labour movement's concerns over government cuts to public services and the bill it has tabled to restrict public sector compensation. Local 97 Coordinator Liz Romano spoke at the event, stating the ability of nurses to deliver care is "more challenging than ever" and "things are about to get worse with the government's latest actions."
- **Region 4:** Members from Grand River Hospital in Kitchener staged an information picket to protest the elimination of 25 full-time and 15 part-time RNs, and the employer's renegeing on its promise to give all of its employees membership in the Healthcare of Ontario Pension Plan.

### WANT TO KNOW MORE?

The full minutes from the June Board of Directors meeting will be available on the Executive Members' section of our website ([www.ona.org](http://www.ona.org)) following approval at the next Board meeting.

► **Region 5:** A professional responsibility complaint settlement has been reached with the Chatham Kent Health Alliance to address practice, workload, and retention and recruitment issues on the Women and Children's Unit. The employer agreed to several changes, including creating a clinical education leader position for a minimum six-month term to support training and skill development for new and novice staff; creating six new permanent RN positions to enhance baseline staffing; and enhancing new staff orientation.

## PORTFOLIO REPORTS

► **Communications:** While we await the final report of the long-term care (LTC) inquiry in late July, ONA has launched a campaign to bring attention to the important work of our members in this sector and how much they cherish their residents, and to ask the public to support our call for additional LTC staffing and funding. Learn more and lend your support at [www.ona.org/CareNow](http://www.ona.org/CareNow).

► **Government Relations:** ONA is releasing a series of print, radio, transit and social media ads to bring attention to the disastrous ramifications of the government's health system reform. The campaign, entitled *Priorities and Promises*, runs throughout the summer and fall. Over the summer, we will also dovetail on the Canadian Federation of Nurses Unions' *Choose Care, Not Cuts* campaign to ensure the ongoing underfunding of public health care is a top-of-mind issue during the federal election in October. Stay tuned for further details on the above.

► **Student Liaison:** The Board approved a donation of \$10,000 to the

Canadian Federation of Students' legal challenge against the government after it announced that colleges and universities can let students opt out of paying membership fees for student unions and other student organizations, such as the Canadian Nursing Students' Association.

► **Political Action:** Many ONA members took up the Ontario Federation of Labour's call to participate in province-wide events on June 7-8, dubbed Days of Action, to send a message to the government to stop cuts and privatization of public services.

► **Professional Practice:** The Board of Directors would like to thank you for taking the time to acknowledge all you do for the patients of our province during Nursing Week 2019. We were pleased to attend many of those events with you. We also thank you for sending us your Nursing Week photos and stories (if you haven't sent yours in yet, it's not too late! Email them to [cgrintake@ona.org](mailto:cgrintake@ona.org)). Local leaders are reminded to fill in our Nursing Week evaluation form on the executive page of our website.

► **Human Rights and Equity:** The Board approved the theme of the 2019 Human Rights and Equity Caucus, which kicks off Biennial Convention Week on November 25: *Pride and Prejudice: LGBTQ+ Issues in Health Care*. Information about Caucus subsidies will be sent to Local Coordinators, Bargaining Unit Presidents and HRE advocates/ reps and posted on our website at [www.ona.org/hre](http://www.ona.org/hre) in the weeks to come. Please encourage any members who are interested in attending this event to apply.

► **Labour Relations:** The full- and part-time regional candidates for

ONA's next Hospital Negotiating Team have been elected. A list of the successful candidates is available at [www.ona.org/hcmt19](http://www.ona.org/hcmt19). Thank you to all who voted and put your name forward. Orientation for the new team takes place early next year.

► **Health and Safety:** The reviews were overwhelmingly positive for our annual Health and Safety Caucus on the topic of New Musculoskeletal Guidelines from the Centre for Research Expertise for the Prevention of Musculoskeletal Disorders. For the first time, Region 1, ONA's most geographically vast region, held its Health and Safety Caucus face-to-face.

► **Local Finance:** Region 5 Vice-President Karen Bertrand, who holds the Local Finance portfolio, discussed pressure points for Local finances.

► **Member Education:** Applications for the three streams of our annual Leadership Summit and Activist Camp – Activist, Novice and Advanced – are currently being reviewed, and successful candidates will soon be notified. The summit, being held from September 16 - 20 in Grand Bend, will focus on building participants' skill set in labour relations, identifying best practices for challenges encountered in their Bargaining Units.

The Next Board of Directors meeting will be held on September 23-27 in ONA's 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 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.**