



Board Highlights

Making Important Decisions for You!

A summary of discussions and decisions from the ONA Board of Directors meeting | September 9-12, 2019

WITH OUR PUBLIC AWARENESS CAMPAIGNS CONTINUING, the Biennial Convention just around the corner, and health-care restructuring moving full steam ahead, the Board of Directors gathered for its September meeting to discuss priorities and plan tactics for what is gearing up to be a very busy fall.

MEMBER SURVEY

This past summer, ONA worked with a polling firm to develop and distribute a survey to members to gain a better understanding of the current issues they face in several key areas, including professional practice, health and safety, communications and political action. The Board reviewed the results and, with the assistance of staff, is determining how to leverage them to improve and streamline services. The results will be shared at the October Area Coordinators Conferences (ACCs).

BIENNIAL CONVENTION

The Biennial Convention is just a couple months away and planning is well underway for an informative and invigorating week! In preparation, we are placing several key documents and other useful information on our Biennial app (to download, search "ONA Biennial Convention" on the Apple Store or Google Play). The Board also reviewed the Constitutional Amendments and Resolutions going to the Biennial, which will be emailed to Local leaders and detailed at the ACCs. Register for the Biennial starting on September 30 at www.ona.org/biennial19.

BOARD RENEWAL

The discussion on Board renewal continued with a review of the mandates of ONA's three new committees – Finance and Risk, Governance and Nominations, and Quality of Member Services – which will be chaired by a Board member and include members at large with staff

support. Board renewal will be discussed at the ACCs before it is formally presented at our Biennial Convention.

KEY MOTIONS

- ▶ ONA is providing the following donations:
 - \$5,000 to the Registered Nurse Response Network Disaster Relief Fund to support relief efforts in the Bahamas in the wake of Hurricane Dorian.
 - \$1,000 to the Assaulted Women's Helpline.
 - \$500 to rabble.ca, an independent, non-profit media outlet that promotes labour activism.
- ▶ The second quarter variance report and the Proforma 2020-2022 statement were approved. Both will be brought to the ACCs.
- ▶ ONA's *Legal Expense Assistance Plan (LEAP) Guide* has been updated to include significant changes since its last revision in 2016. Hard copies will be available in time for the Biennial and posted at www.ona.org/guides.

REGIONAL REPORTS

- ▶ **Region 1:** While ONA supports Canadian Blood Services' (CBS) decision to open a new plasma collection clinic in Sudbury, we are concerned about the impact on RNs who work with blood-collection clinics in the area and blood donors who

will lose access unless they can travel to the new clinic. We continue to discuss with CBS how RN positions – and a safe blood supply – can be ensured.

- ▶ **Region 2:** ONA has reached a professional responsibility complaint settlement for members in the operation room/post-anesthetic care unit (PACU) at Pembroke Regional Hospital. Workload forms have been filed since February 2017 over concerns of patient safety, inability to meet College of Nurses of Ontario or National Association of PeriAnesthesia Nurses of Canada (NAPANC) standards, education, orientation and nurse fatigue. The employer agreed to staff the PACU with a minimum of two RNs at all times to meet NAPANC standards, add two permanent 0.3 full-time equivalent RN positions, and develop an education plan.
- ▶ **Region 3:** Region 3 Vice-President Andy Summers and Local 124 Coordinator DJ Sanderson hosted a violence presentation roundtable at Southlake Regional Health Centre in Newmarket. ONA demands the hospital address long-standing issues surrounding workplace violence, which included a horrific attack on an RN earlier this year.
- ▶ **Region 4:** ONA has spoken out about Haldimand-Norfolk Health Unit's decision to not fill vacant staff positions, which has resulted in cancelled services and workload challenges. The health unit decreased both nursing hours and the number of nurses in several programs.

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.

ONA launched a public health campaign to bring attention to the critical work of our public health members, and the government's plan to cut public health funding and merge health units. Learn more at www.ona.org/publichealth.

► **Region 5:** In a strong show of solidarity, ONA members and staff joined several other unions at a Unifor protest against Nemark outside the automotive plant in Windsor. In July, Nemark announced the plant would close next year.

PORTFOLIO REPORTS

► **Communications:** ONA's *Priorities and Promises* campaign, which draws attention to the government's reckless approach to health care, continues throughout the fall. The campaign is comprised of powerful ads on major radio stations, in key daily newspapers, *Ottawa Life* magazine and *Hospital News*, in transit shelters, and on social media. Get involved at www.nursesknow.ona.org.

► **Government Relations:** After more than a year of requests, ONA President Vicki McKenna has secured a meeting with Premier Doug Ford and Health Minister Christine Elliot this fall. She will reiterate our concerns about the rapid transformation of our health-care system with no consultation from ONA.

► **Student Liaison:** ONA's summer nursing students, with the assistance of staff, hosted a one-day activist training session to engage approximately 20 nursing student leaders from the GTA in the federal election. The goal was to equip those leaders with the information and tools they need to encourage youth on their campuses to vote.

► **Political Action:** We have also seconded 25 Local leaders (five from each region)

to act as regional activists, working with their regional Vice-Presidents and staff to urge members to make informed choices in the federal election. Visit www.nursesvote.ona.org.

► **Professional Practice:** Because long-term care (LTC) members regularly reported that completing the professional responsibility workload forms was an onerous process, we have refined and improved the form. LTC members are under intense scrutiny because of the LTC Inquiry and face enormous workplace pressures due to understaffing and underfunding, and completing the form is the first step in resolving workload and other practice issues. The form is posted at www.ona.org/workload-report-form, and hard copies are available from our mailroom.

► **Human Rights and Equity:** Most speakers and performers for the Human Rights and Equity Caucus, which kicks off Biennial Convention week on November 25 under the theme *Pride and Prejudice: LGBTQ2S+ Issues in Health Care*, have been confirmed. They include experts in sexual health, disability, substance use disorders, and health issues for refugees – all within the LGBTQ2S+ context. ONA members and leaders from the queer community will also discuss their workplace experiences.

► **Labour Relations:** ONA's Victorian Order of Nurses (VON) Central Bargaining Team has commenced talks with the employer group, with future dates set for late October. This is the first time

The Next Board of Directors meeting will be held on December 7-11 in ONA's provincial office.

ONA has bargained centrally for our VON members.

► **Health and Safety:** Not long after ONA held a meeting with government officials to bring them up to speed on the tools developed by our members and stakeholders on the Workplace Violence Prevention Healthcare Leadership Table, the Ministry of Health and Long-Term Care sent a letter to employers asking that they be used. The tools, aimed at strengthening workplace violence prevention activities, are available on the Public Services Health & Safety Association's website at www.workplace-violence.ca.

► **Local Finance:** Because webinars are an effective way of delivering education to our Local Treasurers, ONA will be hosting another one on year-end adjusting journal entries and reversing journal entries this fall. Stay tuned for more.

► **Member Education:** Another successful Leadership Summit and Activist Camp has wrapped up, with more than 80 participants in all three streams – Activist, Novice and Advanced – building their skill sets in labour relations. The Activist stream focused on unionism and the role ONA plays in representing members in the workplace; the Novice stream highlighted processes to represent members in a variety of core services; and the Advanced stream learned how to build strong Bargaining Unit teams.

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.**