



# Board Highlights

## Making Important Decisions for You!

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

**DURING THE LAST BOARD MEETING OF 2019**, outgoing members – Region 1 Vice-President Pam Mancuso, Region 3 Vice-President Andy Summers and Region 4 Vice-President Laurie Brown – were thanked for their dedication and commitment to all members over the years. Incoming members – Region 1 Vice-President Dawn Armstrong, Region 3 Vice-President DJ Sanderson and Region 4 Vice-President Angela Preocanin – were warmly welcomed to the 2020-2021 Board, and received an extensive orientation.

### CURRENT PRIORITIES

The following priorities were discussed:

- ▶ **Membership Engagement:** The Board reflected on the Biennial Convention, including the Constitutional and Statement of Beliefs amendments passed, the Human Rights and Equity Caucus, and the Leadership Summit and Activist Camp (see page 2). Read the *Biennial Highlights* at [www.ona.org/biennial19](http://www.ona.org/biennial19).
- ▶ **Budget Approval:** The 2020 proposed annual budget was approved, along with the 2021-2022 Proforma budget and the September 30 variance report.
- ▶ **Board Risk and Mitigation:** A question and answer session with external counsel Goldblatt Partners on Board and Director Indemnification took place, along with a presentation on our current insurance policy by carrier, Lloyds of London. The Board also discussed results of and recommendations for our investment policy from our actuarial consultants, Eckler Ltd.

### BOARD PORTFOLIOS

While portfolios for President Vicki McKenna (Communications/Government Relations and Student Liaison) and First Vice-President Cathryn Hoy (Political Action and Professional Issues) do not change as per the Constitution, the 2020-2021 portfolios for the Regional Vice-Presidents were determined: Region 1 Vice-President Dawn

Armstrong: Human Rights and Equity; Region 2 Vice-President Bernie Robinson: Education; Region 3 Vice-President DJ Sanderson: Labour Relations; Region 4 Vice-President Angela Preocanin: Occupational Health and Safety; and Region 5 Vice-President Karen Bertrand: Local Finance.

### POLICIES AND GUIDELINES

- ▶ ONA has updated Policy 26.22, *Funding for Parades*, to clarify that Locals may apply for Policy 26.11 funding to pay for promotional items for parade participants and float decorations.
- ▶ *The Negotiations and Contract Administration Service Delivery Guidelines*, which guide Bargaining Unit Presidents, grievance chairs and bargaining teams through these processes so they understand everyone's roles and responsibilities in supporting members, have also been updated.

### REGIONAL REPORTS

- ▶ **Region 1:** ONA has reached a professional responsibility complaint (PRC) settlement for members at Raincrest Long-Term Care (LTC) in Fort Frances over concerns of insufficient support and professional staff, staffing mix challenges, absent

or outdated policies and procedures, unavailable supplies and broken equipment, and lack of orientation and education. Thanks to the signed action plan, the employer will endeavor to ensure appropriate health care aide staffing levels 24/7; increase staffing when needed and ensure the appropriate skill mix where possible; recruit a full-time nurse practitioner; provide additional training; and introduce a nursing practice council.

- ▶ **Region 2:** In the last of a series of provincial rallies organized by the Ontario Health Coalition, members from the Ottawa region joined other unions and community groups to protest harmful government health-care initiatives, including funding cuts to public health, hospitals and LTC.
- ▶ **Region 3:** As the first anniversary of the attack of an RN and a security guard by a patient at Southlake Regional Health Centre approaches, ONA continues to sound the alarm bell about violence at the facility. While we pursue several tactics to pressure management and the Ministry of Labour (MOL) to take stronger measures to keep staff safe, including an appeal, there has been great resistance, and time is running out for the MOL to lay charges against this employer for failing its obligations under the *Occupational Health and Safety Act*.
- ▶ **Region 4:** A PRC settlement has also been reached for members on the trauma/

### 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](http://www.ona.org)) following approval at the next Board meeting.

surgical unit at Hamilton Health Sciences over staffing shortages and safety issues. Achievements include increased nursing baseline staffing by 50 hours a week, with the employer agreeing that nurses are an integral part of decisions surrounding 1:1 care requirements; an assignment limit for the charge nurse to two patients on the night shift; the purchase of panic alarms; and training for all staff.

- **Region 5:** As three days of bargaining with the employer did not result in a settlement, members at the Grey Bruce Health Unit have filed for conciliation.

## PORTFOLIO REPORTS

- **Communications:** In her final 2019 podcast, ONA President Vicki McKenna provided a recap of important decisions made at the Biennial Convention, and discussed key highlights from the year, including the long-term care inquiry, concluding with a preview of 2020. Listen at [www.ona.org/podcast](http://www.ona.org/podcast).

- **Government Relations:** ONA has filed a Charter challenge against Bill 124, which imposes a three-year “moderation” period in the form of salary and compensation caps for many nurses and other public-sector employees. We believe this legislation is an attack on the right to free collective bargaining and will deepen the province’s already serious nursing shortage, worsening hallway health care.

- **Student Liaison:** ONA is a proud sponsor of the Canadian Nursing Students’ Association’s national conference, which will be held at McGill University in Montreal in late January. ONA President Vicki McKenna and staff will attend the conference, under the theme, *Addressing*

*Stigmas and Innovations in the Nursing Field*, to meet with students and answer their questions about our services.

- **Political Action:** ONA members throughout the province are standing in solidarity with teachers as they hold one-day strikes to push back against the government’s changes to education, including larger class sizes, program cuts, and mandatory online learning.

- **Professional Practice:** ONA, the Registered Nurses’ Association of Ontario and the Registered Practical Nurses Association of Ontario (WeRPN) have launched the Nursing Now Ontario Awards to recognize and celebrate nurses for their contributions to the nursing practice and health of Ontarians. One award will be issued in each category: RN, RPN and NP. Consider nominating a nurse by the February 14 deadline! Learn more at <https://myrnao.ca/nursing-now-ontario-award>.

- **Human Rights and Equity:** For the first time, ONA focused a full education day on issues in the LGBTQI2S community at our November Human Rights and Equity Caucus. The Caucus was the highest attended ever and featured experts in sexual health, trans health care, disability, substance use disorders and health issues for refugees – all within the LGBTQI2S context. ONA members also discussed their own experiences and struggles.

- **Labour Relations:** Victorian Order of Nurses (VON) members have overwhelmingly ratified an agreement reached between our first-ever VON

The Next Board of Directors meeting will be held on January 27-31 in ONA’s provincial office.

Central Negotiating Team and the employer during mediation in November. Read more at [www.ona.org/bargaining](http://www.ona.org/bargaining).

- **Health and Safety:** Then Region 4 Vice-President Laurie Brown, Bargaining Unit reps and staff attended the Ministry of Labour’s (MOL) annual Safe at Work Ontario strategy consultation for health-care workers to identify sector specific hazards and recommend safety initiatives for the MOL to focus on next year. ONA’s feedback centred on the need for CEOs/Boards to be accountable for health and safety, competent supervisors, and MOL enforcement of the *Occupational Health and Safety Act*. ONA also provided a written submission.

- **Local Finance:** The Board approved substantial revisions to the *Local Finance Policy Guide*, including updated information on Canadian Revenue Agency remittance, electronic fund transfers, and support for paid Bargaining Unit President time. The guide will be distributed to Local leaders and posted on the executive section of our website.

- **Member Education:** In keeping with the theme of the Biennial Convention, *Our Voice, Our Strength*, the well-received education session provided members with the tips and tools needed to become more politically involved, and featured three members seconded to work on ONA’s *Nurses Vote 2019* campaign during the federal election.

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 2020: Vicki McKenna, President, Communications and Government Relations/Student Liaison (#2314); Cathryn Hoy, First Vice-President, Political Action and Professional Issues (#7755); Dawn Armstrong, Region 1, Human Rights and Equity (#7706); Bernadette Robinson, Region 2, Education (#7756); DJ Sanderson, Region 3, Labour Relations (#7704); Angela Preocanin, Region 4, Occupational Health and Safety (#7707); 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.