



Board Highlights

Making Important Decisions for You!

A summary of discussions and decisions from the ONA Board of Directors meeting | January 27-31, 2020

THE FIRST BOARD MEETING OF 2020 was set against a backdrop of extreme challenges, including the outbreak of the coronavirus, funding cuts to public health, and what promises to be a difficult round of hospital bargaining. The new Board discussed strategies to lead our union through these difficult times.

BOARD RENEWAL

Board renewal is moving forward with the composition of the three new Board committees determined. Each committee will consist of three ONA members, two Board members, and staff support (ONA President Vicki McKenna serves as an ex-officio member). Committee members, who will undergo orientation in early April, are:

► **Governance and Nominations:** Region 5 Vice-President Karen Bertrand (chair), Region 1 Vice-President Dawn Armstrong, and members Kerry Bell, Erin Ariss and Jill Moore.

► **Quality of Service to Members:** Region 2 Vice-President Bernie Robinson (chair), Region 4 Vice-President Angela Preocanin, and members Shelley Aretz, Brenda Palsa and Annette Saccon.

► **Finance and Risk:** First Vice-President Cathryn Hoy (chair), Region 3 Vice-President DJ Sanderson, and members Kelly Johnston, Sue Sommerdyk and Carol Gunsch.

Reports will be provided to leaders after each committee meeting.

POLICIES CHANGES

► **Policy 26.15: Strike/Lockout Benefits Policy** and Strike Manuals for members and staff have been updated to reflect an increase in strike pay by \$5 to \$50/day, plus an additional \$5/day per dependent child of a striking member.

► **New Policy 26.23: Funding for New Bargaining Unit Presidents** states that

if a Bargaining Unit does not have an attendee at the Provincial Leadership Meeting, the unused budgeted amount will be retained and used to educate new Bargaining Unit Presidents coming out of *Policy 23.2*.

► Changes have been made to the *Local and Bargaining Unit Election Policy* to include Constitutional amendments regarding a three-year term. The Board also examined assisting Locals who are considering electronic voting, and further discussion will take place at the April Board meeting.

TELECONNECTS

The Board began reviewing ONA's use of teleconnects and webinars. To assist, we are asking you to complete a brief survey at www.surveymonkey.com/r/ona-teleconnect-survey, which will be reviewed at the April Board meeting. The Board is currently supporting Nurse Practitioner Focus Groups in place of teleconnects.

DONATIONS

The following donations were approved:

► \$10,000 to the Broadbent Institute, a progressive think-tank focused on the promotion of democracy, equality, and sustainability and the training of a new generation of leaders.

► \$2,500 to continue our sponsorship of the non-partisan, 10-month Ontario Legislature Internship Program, designed to provide government and opposition MPPs with staff made up of recent university graduates.

REGIONAL REPORTS

► **Region 1:** ONA has reached a Professional Responsibility Complaint (PRC) settlement for members on the adult inpatient psychiatry unit at Sudbury's Health Sciences over staffing levels, skill mix issues, lack of support staff, and lack of policy/procedures related to pediatric admissions on the adult unit. As a result, the employer will ensure an adequate staffing complement of full- and part-time RNs is hired, establish a mechanism to identify future staffing gaps, and consider pediatric admissions only under rare circumstances.

► **Region 2:** In the spirit of giving, members from Region 2 recently donated more than just their time. At their Area Coordinators Conference, Local 31 Coordinator Kenny Bird suggested the Region get involved in a community outreach project, which involves members joining with community partners to provide supplies for people in need. His fellow members were only too willing, choosing the Renfrew County snow suit fund.

► **Region 3:** After one year of ONA calling for action, charges against Southlake

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

Regional Health Centre in Newmarket have been laid for a critical workplace violence incident involving an RN and a security guard. The Ministry of Labour, Training and Skills Development charged the facility with nine counts under the *Occupational Health and Safety Act*: Seven counts allege breaches regarding taking every precaution reasonable, and two counts allege breaches around providing information, instruction and supervision to a worker.

► **Region 4:** ONA is outraged over Haldimand-Norfolk Health Unit's decision to eliminate two public health nurses and one nurse practitioner, and end its sexual health program and all its Quit Smoking Clinics due to government funding cuts. We are deeply concerned the cuts will leave the community with fewer key services, and impact vulnerable residents the most. Help us push back at www.ona.org/hnhu.

► **Region 5:** The debrief of the 2019 Windsor-Essex County Health Unit strike was provided to the Board for review. Based on member and staff feedback, additional strike pamphlets are being developed for future job actions.

PORTFOLIO REPORTS

► **Communications:** Compass 360, ONA's advertising agency, spoke to the Board about our next public awareness campaign. Stay tuned for more.

► **Government Relations:** ONA President Vicki McKenna presented to the Standing Committee on Finance and Economic Affairs on our key asks for the upcoming provincial budget. We also provided a written submission. Read more at www.ona.org/submissions.

► **Student Liaison:** ONA President Vicki McKenna recently met with Ontario delegates of the Canadian Nursing Students' Association (CNSA) during the organization's national conference in Montreal. Nadine Abd Elmalak from McMaster University was elected CNSA Ontario Regional Director, and will assume her one-year term on March 1.

► **Political Action:** Please encourage your members to stand in solidarity with teachers as they escalate pressure on the government over its harmful changes to education.

► **Professional Practice:** There are still a couple days left to nominate a nurse for the Nursing Now Ontario Awards, an initiative of ONA, the Registered Nurses' Association of Ontario and the Registered Practical Nurses Association of Ontario (WeRPN) to recognize and celebrate nurses for their contributions to the nursing profession and health of Ontarians. One award will be issued in each category: RN, RPN and NP. **Deadline is February 14.** Learn more at <https://myrnao.ca/nursing-now-ontario-award>.

► **Human Rights and Equity:** With a new year comes a whole new Human Rights and Equity Team! New members of the team, chaired by Region 1 Vice-President Dawn Armstrong, are: Tracey Lee-Bourassa (Indigenous equity group), Karina Saavedra (Francophone equity group), Jasen Richards (LGBTQ|2S equity group), Manpreet Kaur Randhawa (racially diverse equity group), and Anda Cojocar (disabilities equity group). The

The Next Board of Directors meeting will be held on March 30-April 3 in ONA's provincial office.

new team's first order of business was to acknowledge Black History Month.

► **Labour Relations:** ONA's Hospital Central Negotiating Team, chaired by Local 13 Coordinator and Bargaining Unit President for Health Sciences North RNs Kelly Latimer, began talks with the Ontario Hospital Association on February 10 for a renewed collective agreement. See www.ona.org/bargaining.

► **Health and Safety:** Armed with the lessons learned from SARS, a special ONA task force is on top of breaking news about the coronavirus. Frequent communications are sent to leaders, a telephone town hall was held to answer member questions, and the latest information, including guidance from the Ministry of Health, is posted at www.ona.org/coronavirus. ONA President Vicki McKenna has been quoted extensively in the media.

► **Local Finance:** The *Finance Guide* has been updated to include information about new funding for Bargaining Unit Presidents with fewer members, as previously approved by the Board.

► **Member Education:** Plans are proceeding for an exciting Provincial Leadership Meeting! The event, held at the Sheraton Centre Toronto on April 7-8, combines a full plenary with concurrent novice and advanced education sessions, and breakouts by sectors. Registration will go live in the next few days at www.ona.org.

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 (#7703); Bernadette Robinson, Region 2, Education (#7756); DJ Sanderson, Region 3, Labour Relations (#7754); Angela Preocanin, 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.