



Board Highlights

Making Important Decisions for You!

A summary of discussions and decisions from the ONA Board of Directors meeting | September 14-16, 2020

WITH COVID-19 NUMBERS INCREASING, RN LAYOFFS CONTINUING, the long-term care commission getting underway, and a slew of harmful bills passing through the legislature, the Board of Directors came together via Zoom to address these pressing issues and many more.

PROFESSIONAL PRACTICE EXPOSURE AND PROCESS

The Board supported recommendations from ONA's professional practice staff to assist members with the workload process and resolution. Staff will hold a series of one-hour Zoom sessions over the next few months for members, leaders and Servicing Labour Relations Officers. Details to come at ona.org/pp.

POLICY AND POSITION STATEMENTS

- ▶ The new *Policy 8.14 – Electronic Voting at Local or Bargaining Unit Meetings held during Pandemics* was approved by the Board to reflect the previous decision to allow the use of electronic voting at Local meetings. The Board also supported the use of Zoom videoconferencing for Bargaining Unit ratification meetings. Any ratification votes using the “polls” feature must be anonymous to comply with the requirement for a secret ballot vote.
- ▶ A number of position statements were updated and approved, including Objection to Work Assignment for Religious/Conscientious Reasons; Integration of Health Services; the Unregulated Care Provider and Delegation of Activities; Entry to Practice; Continuing Education; and Hallway Nursing/Hospital Overcapacity. View at ona.org/about-ona/constitution-org-charts/ (some are available on the executive section of our website only).

DONATIONS

The following donations were approved:

- ▶ An increase in ONA's yearly sustaining contribution to the Canadian Centre for Policy Alternatives, which details progressive solutions to the most pressing public policy issues, from \$20,000 to \$22,000, effective this year.
- ▶ \$35,000 for the Working Families Coalition's Charter challenge of Ontario's *Election Finances Act*, which violates the fundamental right to free expression guaranteed in the Canadian Charter of Rights and Freedoms and places unjust limitations on third parties.

REGIONAL REPORTS

- ▶ **Region 1:** The Northern Neighbours Nurse Practitioner-Led Clinic in White River overwhelmingly voted to join ONA. As a result, we welcome seven new members.
- ▶ **Region 2:** A Professional Responsibility Complaint settlement was reached for members in the emergency department of Queensway Carleton Hospital in Ottawa over concerns including unsafe nurse-patient ratios; decreased baseline RN hours; inability to upstaff when required; lack of training for ED staff;

and inadequate orientation for new hires/novice RNs. The employer agreed to a series of changes such as ending the practice of assigning RNs to patients in the waiting areas and cubicles; initiating ED orientation buddy shifts; and urging nurses to communicate their learning needs so the employer can schedule an annual skills fair based on them.

- ▶ **Region 3:** Despite members being hailed as heroes by the government throughout the pandemic, ONA has recently received RN layoff notices from Lakeridge Health, the Toronto Rehabilitation Institute and Southlake Regional Health Centre. ONA President Vicki McKenna told the media that lessons learned during COVID-19 are rapidly being forgotten, allowing budgets to take precedence over quality care.
- ▶ **Region 4:** The Board of Health for the Haldimand-Norfolk Public Health Unit issued a layoff notice to its sole nurse practitioner, leaving the community without this specialized care. This is the latest in a series of cost-saving cuts to nursing positions and programming at the health unit.
- ▶ **Region 5:** Local 8 in Windsor released a powerful short film, “No Room to Grieve,” to show the long-term impact of everyday workplace trauma on RNs and health-care professionals. The structure of the film, the culmination

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 (ona.org) following approval at the next Board meeting.

of a series of videos produced by the Local, reflect the complexity of post-traumatic stress disorder. View at heliosfilms.ca/noroomtogrieve.

PORTFOLIO REPORTS

- ▶ **Communications:** Advertising agency Compass 360 presented to the Board a new public awareness campaign, which launched on Thanksgiving Monday. Under the tagline, "Still Fighting," the campaign, which features TV, radio and social media ads, highlights the fact that our members are still on the front lines of COVID-19, advocating for their patients, residents and clients, despite harmful government legislation.
- ▶ **Government Relations:** ONA is gearing up for the government-appointed commission examining the spread of COVID-19 in long-term care homes. We have assembled a strong staff team to ensure the voices of our members in this sector are heard and that action is taken. The commission, led by Honourable Justice Frank Marrocco, is expected to release its report in April 2021. Follow along at ona.org/commission.
- ▶ **Student Liaison:** The recipients of the 2020 ONA scholarships, including the \$2,000 Reese Fallon Memorial Scholarship and the Canadian Federation of Nurses Unions Scholarship (Ontario winner), have been chosen. Their names, photos and winning essays will be posted on our website at ona.org/students. Snippets from those essays will also appear in *Front Lines*, beginning with the winter issue.
- ▶ **Political Action:** Members throughout the province continue to speak out against the wage-suppressing Bill

124; Bill 197, the *COVID-19 Economic Recovery Act*; Bill 195, the *Reopening Ontario, A Flexible Response to COVID-19 Act*; and Bill 175, the *Connecting People to Home and Community Care Act*, including holding safe rallies outside of MPP offices, displaying eye-catching lawn signs, and writing letters to politicians and editors. Read some of those stories in the fall issue of *Front Lines*, and find out how to get involved at action.ona.org. We can help!

- ▶ **Professional Practice:** The professional practice wallet card has been revised and reformatted, providing additional information and an easier-to-read design. The Guidelines for Nursing Professional Development Committees and the Professional Responsibility Workload Reporting Forms (home care and Canadian Blood Services sectors) have also been updated. Download at ona.org/pp.
- ▶ **Human Rights and Equity:** ONA will be forming a group of members, using the Expression of Interest process, tasked with strengthening our approaches to anti-Black racism. See ONA's strongly-worded position statement for more on our plans to take proactive and corrective steps to identify, address and educate on anti-racism at ona.org/hre.
- ▶ **Labour Relations:** Nominations have closed for candidates for our next hospital, nursing homes and Victorian Order of Nurses (VON) central negotiating teams. The VON Team has been acclaimed, while elections will need to take place in Regions 1 (full-time), 2 (full- and

part-time), 3 (full- and part-time) and 4 (part-time) for the hospital team, and in Region 2 for the nursing homes teams. As no names came forward for Regions 1 and 4 for the nursing homes team, their representatives will be elected at the October Area Coordinators Conferences. Learn more at ona.org/bargaining.

- ▶ **Health and Safety:** The Board approved the new Gathering the Facts and Documents form for occupational health and safety appeals, which provides a more streamlined way to conduct the fact-finding phase, given the short 30-day appeal deadline. The form is available on the executive section of our website at ona.org/members/executive-forms-and-memos/.
- ▶ **Local Finance:** Budget templates for 2021 will be sent out by November 1. As most of our Locals are conducting elections this fall, any new Treasurers elected will receive training before the end of the year.
- ▶ **Member Education:** Planning is progressing for our virtual November Provincial Coordinators Meeting on November 4 and 5. The week will kick off with our half-day Human Rights and Equity Caucus on November 3 under the theme, *Beyond Good Intentions: Confronting Racism Through Solidarity*, and conclude with our half-day education session on November 6 on Bill 195. Registration will go live in the weeks to come at 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).

The Next Board of Directors meeting will be held on December 7-10.

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.