



Board Highlights

Making Important Decisions for You!

A summary of discussions and decisions from the ONA Board of Directors meeting | FEBRUARY 7-10, 2021

THE BOARD OF DIRECTORS KICKED OFF THEIR FIRST MEETING OF THE YEAR....

STRATEGIC PLANNING

The Board received an update from MASS LBP on the work done to date regarding ONA's Strategic Plan. To ensure enough time has been allocated to allow for proper consultation, planning and development, the end date has been extended to the June 2021 Board meeting.

POLICIES

- ▶ Policy 16.34 Social Media – This is a new policy that references ONA's Membership Social Media Policy and indicates that false or defamatory statements made on social media by members may be referred to a Discipline Hearing in accordance with Section 12 of ONA Policy 16.16 Member Discipline.
- ▶ Membership Social Media Policy – This policy, developed by the Communications and Government Relations Team (CGRT), sets out the requirements and guiding principles for social media use by members. It will be an attachment to Policy 16.34 above.
- ▶ Policy 16.16 Member Discipline – The policy has been amended to create a new expedited procedure to deal with allegations of willfully circulating false or defamatory statements. This is similar the process created to address situations of strikebreaking.
- ▶ Policy 16.10 Request for French Language Services – The policy has been updated to reflect the union's obligation under the *Labour Relations Act* to provide French language services.

POSITION STATEMENTS, TIP SHEETS, AND GUIDES

ONA's Position Statement, *Industry in Crisis: Recruitment of Nurses*, has been approved by the Board.

The following Tip Sheets have been updated:

- ▶ *Representing ONA Members in Management Meetings Dealing with a Patient or Family Complaint*
- ▶ *The Duty of Fair Representation and Your Professional Responsibility*
- ▶ *Confidentiality and Privacy of Personal Health Information*

DONATIONS

ONA will provide the following donations:

- ▶ \$600 for the Occupational Health Clinics for Ontario Workers (OHCOW) for 2021-2023.
- ▶ \$10,000 for the Broadbent Institute for 2021-2022. This will be evaluated in 2023.
- ▶ \$2,500 for the Ontario Legislature Internship Program for 2021.

REGIONAL REPORTS

- ▶ **Region 1:** Nursing homes continue to identify staffing shortages due to the one employer directive; staff are being asked to come in on their days off with no

compensation; health units are working seven days/week with contract and language for only five days' operation, causing overtime, compensation disagreements between ONA and employers, and member burn out.

- ▶ **Region 2:** There are many new Bargaining Unit Presidents (BUPs) who are being funded by their Locals to attend the two-day education for new BUPs. Due to COVID-19, heavy workloads continue. Long-term care (LTC) leaders are having difficulty getting personal time off and time off for union work.
- ▶ **Region 3:** Pandemic pay/isolation pay remains an issue; employers are using Emergency Orders to implement changes unrelated to COVID-19; and confidence in personal protective equipment (PPE) availability seems to have improved in hospital and homes sectors. Leaders are encouraged to discuss the lack of PPE or policy with LROs. Staffing in LTC homes is an issue, as well as loss of income with single employer rule.
- ▶ **Region 4:** Niagara nurses joined the "Blue Ribbon Campaign" for isolation pay and equitable access to PPE. Many members are exhausted and angry over the delay with vaccinations and patients

WANT TO KNOW MORE? The full minutes from the February Board of Directors meeting will be available on the Executive Members' section of our website (ona.org) following approval at the next Board meeting.

from the Greater Toronto Area (GTA) being admitted outside the GTA.

► **Region 5:** COVID-19 numbers continue to climb. There have been outbreaks in many facilities, including hospitals, particularly London Health Sciences Centre. Our leaders are exhausted and frustrated with delays in the vaccine roll-out, and that there may be a shortfall for the second required injection. Burnout and fatigue are major issues.

PORTFOLIO REPORTS

► **Communications:** ONA launched its latest advertising campaign, *Holding the Line: Perseverance, Courage and Respect*, across Ontario, on Monday, March 1. The Board approved an increase of \$160,000 to the Nursing Week 2021 budget for a total of \$336,000. CGRT will be developing a plan to assist with Local website development.

► **Government Relations:** ONA is calling on the Ford government to “step it up” when it comes to supplying nurses with PPE. ONA President Vicki McKenna said the province should take a similar approach to that being used in Quebec and provide airborne protection when nurses are in proximity to patients with confirmed or possible COVID-19. ONA developed a package of materials for the Ontario Long-Term Care COVID-19 Commission, including our final submission and recommendations, and provided support to the development of Mario Possamai’s report, *Fatal Choices: COVID-19, Nursing and the Tragedy of*

Long-Term Care. ONA will be rolling out all reports more broadly.

► **Student Liaison:** ONA attended the Canadian Nursing Students’ Association (CNSA) national meeting in January. The top issue for students remains access to in-person clinical placements, with third and fourth-year students still doing virtual placements at some schools. Another issue is the lack of accommodations for students unable to work directly with COVID-19 patients. The new CNSA Ontario Regional Director is Abigail Jarret (Trent University). COVID-19 may have piqued an interest in nursing, with a reported 80 per cent increase in applications to nursing schools.

► **Political Action:** 419 care coordinators from the Central East Local Health Integration Network (LHIN) signed a letter expressing opposition to privatizing care coordinator jobs under Bill 175 regulations.

► **Professional Practice:** The Ask a Professional Practice Specialist webinars are proving to be very popular. Professional Practice will be developing a streamlined Professional Responsibility Workload Reporting Form for LTC. We continue to follow the RPN scope of practice expansion.

► **Human Rights and Equity:** Black History Month was strongly promoted throughout the month of February. Our

The Next Board of Directors meeting will be held on April 6-9, 2021.

poster and video can be found here: ona.org/news-posts/black-history-month. In February, ONA proudly launched a new book club for members and staff with a human rights and equity lens. For more information and to join the book club, visit: ona.org/member-services/human-rights-equity/book-club.

► **Labour Relations:** The election results are in for the 2021 Nursing Homes Central Negotiating Team. See: ona.org/news-posts/election-nhcnt; The 2021 central negotiating team for the Victorian Order of Nurses (VON) has also been determined. Click here: ona.org/news-posts/election-voncnt.

► **Health and Safety:** ONA will be distributing updated key messages regarding COVID-19 exposure, as well as information on testing and vaccines.

► **Local Finance:** The Treasurers and Local Coordinators Workshops were held virtually, January 26-28, 2021.

► **Member Education:** The link to register for the Provincial Leadership Meeting, March 30-31, 2021, can be found here: ona.org/news-posts/march-2021-plm-register-now. The June 2021 Provincial Coordinators Meeting will be a virtual event. Regional rotation of June PCMs will resume in 2022.

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 2021: 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.