



Board Highlights

Making Important Decisions for You!

A summary of discussions and decisions from the ONA Board of Directors meeting | APRIL 6-9, 2021

WHILE ONTARIO HAS BECOME EMBROILED IN THE THIRD WAVE OF THE COVID-19 PANDEMIC, the Board of Directors met by Zoom to discuss the impact on ONA members and ONA's priorities and issues.

STRATEGIC PLANNING

The Board received an update from MASS LBP on the progress regarding the development of ONA's Strategic Plan. The final plan will go to the June 2021 Board meeting for approval.

AUDITORS REPORT

The Board accepted the auditors report for 2020, as presented by Grant Thornton LLP.

POLICY UPDATES:

- ▶ **Policy 16.1 Confidentiality of Membership Information regarding the use of employer-sponsored email.** The updated policy will be circulated to leaders and the member policy manual will be updated to reflect the changes.
- ▶ **Policy 26.24 Funding for Treasurer Workshop.** This new policy will be circulated to leaders and the member policy manual updated.

POSITION STATEMENTS AND GUIDES

- ▶ The Board approved the updated **WSIB Appeals Guide, Wallet Card** and **Front Lines "How to"** insert. The updated Guide will be posted on our website.
- ▶ The updated **Negotiations Service Delivery Guidelines** have been included in the member policy manual and circulated to leaders.

DONATIONS

The Board has approved the following donations:

- ▶ **Working Families:** \$20,000 for the interlocutory injunction regarding Bill 124.
- ▶ **Ontario Federation of Labour (OFL):** \$20,000 for the Protecting Public Institutions/Laurentian Crisis Campaign.
- ▶ **FEED Ontario:** ONA will promote this effort and match the total amount of donations made at our June 2021 Provincial Coordinators Meeting.

REGIONAL REPORTS

- ▶ **Region 1:** Many grievances/issues at Sudbury's Health Sciences North focus on staffing and recruitment/retention. ONA is encouraging members to complete professional responsibility workload forms. At St. Joseph's Care Group (Hogarth Riverview Manor/St. Joseph's Heritage's Bethammi Nursing Home), RPN vacancies have increased RN workload.
- ▶ **Region 2:** At Peterborough Regional Health Centre, grievances have increased and there are health and safety and professional practice concerns, including expired PPE. Mediation has not been successful and the Bargaining Unit has

advanced to arbitration. Workload issues remain a constant throughout the region.

- ▶ **Region 3:** Forty Radiation Therapists at North York General Hospital are awaiting mediation for their first collective agreement. At the Central LHIN, the main issue is transformation of care coordination under Bill 175. Pay equity is ongoing. At Shouldice Hospital, many grievances are being referred to arbitration. At William Osler Health System, grievances are being filed for violations of professional practice language. Hawthorne Place Care Centre requires close monitoring as it is one of the four nursing homes that faced an injunction over PPE and other health and safety concerns. There have been significant and consistent issues at Hawthorne Place regarding RN retention and recruitment.
- ▶ **Region 4:** At Brant Community Healthcare System, many scheduling grievances have been filed. A new automated system for staff call-in and scheduling is being developed. Haldimand-Norfolk's Community Addiction and Mental Health Services has been unresponsive to strategies to address staff stress. With

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

the support of other unions, a report on stress levels has been provided to the Board. At Wellington-Dufferin-Guelph Public Health, a grievance regarding failure to provide pandemic pay has moved to arbitration. The employer is ignoring collective agreement provisions without union consultation.

- ▶ **Region 5:** Local 4 has had a huge turnover of leaders and many new Bargaining Unit Presidents. Education is a priority. Recruitment and retention of staff are the top issues with staffing shortages being experienced across the board. Local 21 has six new Bargaining Unit Presidents/co-Bargaining Unit Presidents to educate and guide. The Local has supported three weeks of radio ads in late November/early December, utilizing Policy 26.11 political action funding.

PORTFOLIO REPORTS

- ▶ **Communications:** The March ad campaign, *Holding the Line* , was a huge success with television, radio and social media ads running throughout the month. Following the development of the Strategic Plan, ONA will undergo a rebranding initiative. Coming out of that, a policy regarding brand and logo management will be developed to ensure proper use of ONA's brand and logo. The "Contact Your Bargaining Unit President" link on ONA's website will be featured more prominently on the Professional Practice and Health and Safety webpages.

- ▶ **Government Relations:** A Town Hall was held on April 15 focusing on the provincial government's latest stay at home order and vaccine roll out.

- ▶ **Student Liaison:** A meeting has been set up with Ross Romano, Minister of Colleges and Universities, to discuss nursing student placement concerns.

- ▶ **Political Action:** A supermajority of 419 members at the former Central East LHIN signed a letter to the Minister of Health to fight privatization of the care coordinators' role. At Guelph General Hospital, members formed an action committee to prevent a merger of two units (Special Care Nursery and Pediatric Unit) and improve RN staffing. Members at Southlake Regional Health Centre and Toronto Rehabilitation Institute have set up action committees to deal with workplace violence (Southlake) and staff cuts (Toronto Rehab).

- ▶ **Professional Practice:** ONA's popular Ask a Specialist webinar series has produced several new interactive professional practice webinars for leaders and members. One webinar is "Professional Responsibility and CNO Standards of Practice." The other is "Your Rights and Responsibilities with Redeployment and Reassignment." We also have enhanced two of our earlier webinars, "Developing a Tracking Tool" and "Preparing for

Labour-Management Meetings." For more information: ona.org/member-services/professional-practice/ask/.

- ▶ **Human Rights and Equity:** Successful members for the Anti-Racism Advisory Team held their introductory meeting on March 29. An expression of interest request is going out for one more Indigenous member for the team.

- ▶ **Labour Relations:** ONA is developing a plan to deal with grievance and arbitration delays due to COVID-19.

- ▶ **Member Education:** ONA held another highly successful Provincial Leadership Meeting in March with networking among all sectors. A "mini" virtual Leadership Summit is being planned for later this year.

- ▶ **Local Finance:** On January 26-28, ONA held its first virtual Treasurers/Local Coordinators workshop. The combined workshop focused on ONA's continuing education and skills training and supported our Local Executives in fulfilling their fiduciary accountabilities. Based on evaluations, the workshop was very well received. ONA reached out to members via our website, e-blasts and phone messages to facilitate processing of dual dues refunds by electronic banking.

The Next Board of Directors meeting will be held on June 21-24, 2021.

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.