



Board Highlights

Making Important Decisions for You!

A summary of discussions and decisions from the ONA Board of Directors meeting | JUNE 21-24, 2021

THE BOARD OF DIRECTORS HELD THEIR SUMMER MEETING ON ZOOM to receive updates on ONA operations and to plan next steps.

PRIORITIES

The following priorities were addressed:

- ▶ **Constitutional Amendments:** The Board reviewed the Constitutional Amendments discussed at the June Provincial Coordinators Meeting. Additional amendments may be submitted by members until August 13. The Board will finalize the amendments going to the Biennial at the September Board Meeting.
- ▶ **Strategic Planning:** The Board reviewed and approved the Strategic Plan that was developed with membership and leadership input. The Strategic Plan will provide the foundation to ensure our union remains viable and relevant to members during these difficult times and into the future. Planning is underway with our Communications and Government Relations Team (CGRT) on promotion and rollout of the Strategic Plan. There will be more discussion with members and leaders at the Biennial Convention in November. Thank you to those members who participated in interviews, focus group and surveys to move this important work along. Watch for more information on the Strategic Plan in the months to come.

- ▶ **Board Committees:** Reports were provided on the ongoing work of the Quality Committee, Enterprise Risk Committee, and the Governance and Nominations Committee. The Board supported the recommendations of the Governance and Nominations Committee regarding changes to the Provincial Election Policy and the Local and Bargaining Unit Election Policy.

POSITION STATEMENTS AND GUIDES

Updated documents greenlit by the Board will be sent to leaders and made available on our website as follows:

- ▶ Tip Sheet: Second Injury and Enhancement Fund (SIEF) with Flow Chart
- ▶ Tip Sheet: Point-of-Care Risk Assessments (PCRA) during the Covid-19 Pandemic
- ▶ Tip Sheet: Ratification Meetings Using Zoom Video Conferencing

- ▶ Tip Sheet: eDocumenting
- ▶ Guide to Attendance Management Programs
- ▶ Guide to Accommodation and Return to Work
- ▶ Guide to Labour-Management Committees
- ▶ My Right to Refuse Unsafe Work

REGIONAL REPORTS

- ▶ **Region 1:** St. Joseph's General Hospital in Elliot Lake has been slow to respond to incidents of workplace violence. The Ministry of Labour has given them until December to comply. Algoma Manor Nursing Home has served notice of layoff of two full-time RNs. The layoffs will bring the Bargaining Unit's RN staffing to below minimum. The home has significant RPN vacancies. Most all Bargaining Units across the region report staffing challenges, exhaustion and stress.

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.

► **Region 2:** There are ongoing staffing shortages consistent with most small community hospitals throughout the region. At Peterborough Regional Health Centre, health and safety issues related to COVID-19 continue, adding to a high volume of grievances. Police are investigating a doctor at Hawkesbury and District General Hospital for performing an unauthorized Medical Assistance in Dying (MAID). At Providence Care, Kingston, the employer is mandating staff to work by adding shifts to posted schedules without notice. Vacation and shift exchanges are being denied. Hallway nursing is being utilized and patients are receiving care in unconventional spaces.

► **Region 3:** Bargaining Units across the region are reporting that members are overworked, overstressed and feeling burned out. They are reporting difficulty in getting time off and vacations approved. At the Toronto Central Local Health Integration Network (LHIN), members are finding challenges as Ontario Health moves through transformation and pay equity. There are concerns at all LHINs about redeploying staff to hospitals. At William Osler, staffing levels are at a crisis point in emergency, medicine and ICU. The employer is trying to get nursing students at third and fourth year to assist. Vacancies are at 305 for the entire hospital. Emergency has a total of 71 vacancies between two sites. PRCs are being filed.

► **Region 4:** The Independent Assessment Committee (IAC) looking into the challenges of ONA members at Guelph General Hospital Special Care Nursery has released a decision that will result in meaningful

changes. RNs consistently filled out their workload forms over staffing and workload issues, professional responsibility and nursing leadership, and tried to work with the employer, but were left with no choice but to call for an IAC. An IAC is the final step in our professional responsibility complaints process. The IAC's report issued several substantial recommendations, confirming the unit needs more RNs. ONA will be working with the employer to ensure they are enacted. Read the summary at ona.org/member-services/professional-practice/iac-reports-summaries.

► **Region 5:** Extended tours are taking their toll on members, many of whom require accommodations. All Bargaining Units are reporting they are overworked and understaffed. At Woodstock Hospital, ONA's Professional Practice Team continues to assist two units (Mat Child and PACU/OR/Day Care). Scheduling concerns are being addressed through bargaining and grievances.

PORTFOLIO REPORTS

► **Communications:** The Board received a debrief from our advertising agency, Compass 360, on our spring *Holding the Line* campaign, which proved it hit the mark with the public. The goal of the campaign, which featured ONA members, was to show that despite the enormous toll the pandemic is taking on nurses and health-care professionals, they are persevering. Learn more and view our ads at nursesknow.ona.org.

► **Government Relations:** As part of the Working Families coalition, ONA

is heading back to court, arguing the government overstepped its authority by enacting the notwithstanding clause over Bill 254. While Ontario Supreme Court Justice Edward M. Morgan deemed unconstitutional the bill, which includes a 12-month pre-election restricted spending period on third parties, the government invoked the never-before-used notwithstanding clause days later to allow the legislation to stand. But we will not be silenced!

► **Student Liaison:** ONA President Vicki McKenna has written to the College of Nurses of Ontario (CNO) to follow up on concerns about the delays recent nursing graduates are experiencing in scheduling appointments for the National Council Licensure Examination. The delays are causing frustration as well as mental and psychological stress, she told the CNO, urging that the testing capacity be increased as soon as it is safe to do so.

► **Political Action:** As the government is moving ahead with plans to finalize home and community care regulations under the *Connecting Care Act, 2019*, which proposes that care coordination work could be contracted out to home care agencies, many of which are forprofit, members of the Central East LHIN are continuing to find new ways to advocate for their vital role. During the past few weeks, ONA members have fought back against wage suppressing Bill 124 like never before! This past May, we held both a phone/email zap, where members flooded the offices of Ontario cabinet ministers with 232 calls and 442 emails in just one hour, and a

virtual rally, attended by more than 500 members, some of whom spoke. Help us continue this work at ona.org/bill124.

► **Professional Practice:** ONA's Professional Practice (PP) webinars are a hit! During the past few months, we delivered 48 webinars, receiving very positive feedback from our leaders and members. PP introduced two new sessions for members: *Professional Responsibility*, and *CNO Standards of Practice and Your Rights and Responsibilities with Redeployment and Reassignment*. At the request of our members, *Your Rights and Responsibility with Redeployment and Reassignment* will run weekly. Learn more at ona.org/jpp. The Board has approved a Nurse Practitioner Podcast to roll out during Nurse Practitioner Week (Nov. 7-13, 2021) and at the Biennial Convention.

► **Human Rights and Equity:** The annual Human Rights and Equity Caucus will be held virtually on November 15. ONA's new Anti-Racism Member Advisory Team, comprised of Black, Indigenous and racialized members representing different sectors, regions and

experiences, is looking for two new members. One racialized member has resigned and we require a third Indigenous member to complete the team. Please encourage interested members to fill out an Expression of Interest form at ona.org/eoi.

► **Labour Relations:** ONA is anxiously awaiting arbitration decisions for our members in hospital and nursing home sectors. The award for Victorian Order of Nurses (VON) has now been released. While the central negotiating teams are disappointed not to have reached settlements at the bargaining table, Bill 124, which limits wage increases for some public sector workers to one per cent per year, greatly hampered our ability to negotiate freely this round. Read updates at ona.org/bargaining.

► **Health and Safety:** Under the theme *Leveraging the Powers of the Joint Health and Safety Committee in a Pandemic*, more than 430 leaders took part in ONA's annual Health and Safety Caucuses, which ranks as one of our best attended. Participants rated the Caucuses highly, with evaluations showing they learned new skills to support them in

their work helping to protect their members' safety.

► **Local Finance:** ONA is currently working on mini-tutorials for Treasurers on topics like monthly meeting allocations and month-end routines. A webinar is scheduled for later in the fall on year-end processes, with a particular focus on adjusted journal entries, as Treasurers have identified this as an area where they would like assistance. This session will particularly support our novice Treasurers, but it will also serve as a refresher for others who want to participate.

► **Member Education:** With a successful June Provincial Coordinators Meeting in the books, the Board focused on our next provincial meeting: the Biennial Convention, which takes place November 16-18, followed by a half-day education session on November 19. The Biennial will be virtual to ensure the safety of our members. The team continues to work on modifications and updates for our workshops, which are being presented virtually.

The next Board of Directors meeting will be held September 13-16, 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.