

YOUR DUES AT WORK: ONA's 2019 Commitments

You work hard for your money, and you entrust your union to spend your dues wisely. It's something we've done since our inception.

But now, more than ever, you need those dues to go even further. Members in all sectors (hospitals, long-term care, public health, the community, clinics and industry) are facing increasing demands of your time and crushing workloads. Your employers are less forgiving. And governments are tightening the purse

strings, often at the expense of our public health-care system and those who provide front-line care.

But ONA is here! We are bringing in additional resources and staff in 2019 to help advocate for and defend you at all levels, whether to your regulatory college, your employer or the government.

Take a look through this leaflet and see how we are continuing to put your dues to work in 2019 and beyond. It's a small price to pay for peace of mind.



Legal Expense Assistance Plan (LEAP)

Front-line nurses and health-care professionals are increasingly in need of representation from our LEAP Team due to the growth in reporting of alleged medication and documentation errors, other practice issues and privacy violations. In fact, approximately 539 new LEAP files were opened in 2018, a 40 per cent increase over last year and 79 per cent more than five years ago!

Sadly, there is no sign of this growth slowing down. But rest assured, LEAP is here to support members whenever a regulatory college, the coroner or the police get involved.

Our 2019 Commitment

To meet our members' increasing needs, ONA will hire one additional Labour Relations Officer and one additional Labour Relations Assistant for our LEAP Team.



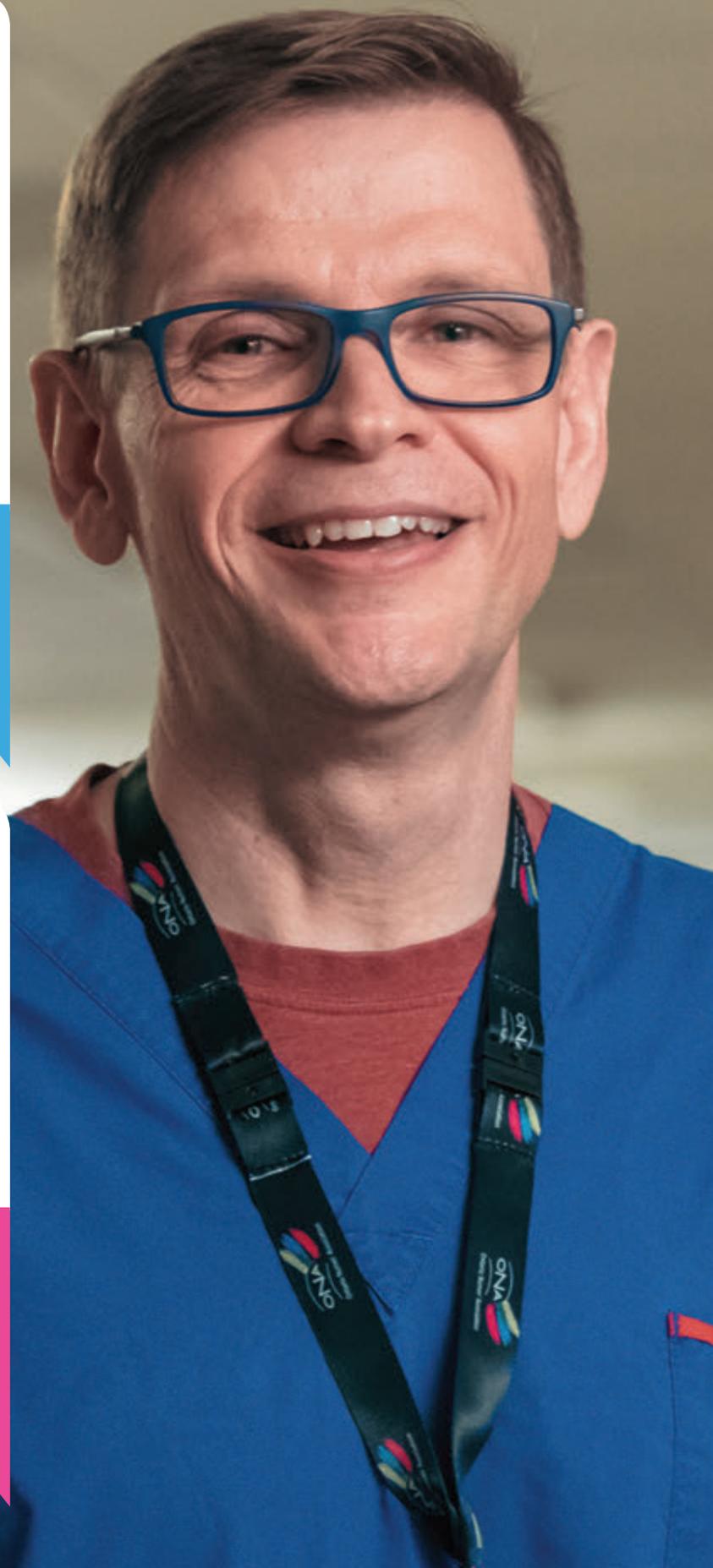
Professional Practice

In the first six months of 2018, we have seen a 43 per cent increase in our Professional Practice files compared to all of 2017, specifically related to insufficient RN staffing, skill mix changes, decreasing nurse-to-patient ratios and the pressure of hallway care.

There has also been an increase in the utilization of agency staff and the placement of new graduates in specialty areas and float teams before they are fully ready.

Our 2019 Commitment

To help meet your professional obligations, ONA will hire three additional Labour Relations Officers and one additional Labour Relations Assistant for our Professional Practice Team.





Servicing Labour Relations Officers

In 2017, 5,200 grievances were filed by ONA members, up 22 per cent from three years ago. And that doesn't even account for the 3,600 calls/inquires that were resolved by labour relations staff without a formal grievance.

In addition to disciplinary action by employers, we are seeing grievances filed over scheduling, staffing and work disruption, and workload concerns, along with denials of sick leave, short- or long-term disability, overtime or premium pay owed, and accommodation/return to work. Unfortunately, grievances are likely to increase.

Our 2019 Commitment

To serve members close to home in areas experiencing significant increases, ONA will hire three additional servicing Labour Relations Officers.



Litigators

From 2013 to 2017, ONA has seen a 157 per cent increase in the number of arbitration cases handled by our Litigation Team. Why is this? Employers are less willing to resolve grievances to the satisfaction of our members, and as a result, the volume of this work has more than doubled.

Our 2019 Commitment

To support timely and satisfactory resolution of grievances that are escalated to arbitration, ONA will hire two additional litigators.





Political Action and Government Relations

We advocate on behalf of our members to voice your daily challenges to deliver safe, high-quality patient care. Because of the impact that government funding has on the working and practice conditions of members, we need to build relationships with governments.

Our 2019 Commitment

To build our government relations strategy, increase our presence at Queen's Park and support your local political action efforts, ONA will hire one additional Labour Relations Officer on the Communications and Government Relations Team.



 Ontario Nurses' Association

PROVINCIAL OFFICE
85 Grenville Street, Suite 400, Toronto, Ontario M5S 3A2
(416) 964-8833 | Toll-free (800) 387-5580
www.ona.org | onamail@ona.org

Better care starts here.

   @OntarioNurses