

ONA WINS



SUMMARY OF ANOTHER SUCCESS AS YOUR UNION STRIVES TO IMPROVE YOUR WORKING CONDITIONS

ONA achieves binding settlement that improves patient care

Workplace

Runnymede Healthcare Centre

The Issue

Since August of 2015, Runnymede Healthcare Centre has experienced many significant issues including workload, staffing, inappropriate skill mix, the lack of equipment and lack of security. These issues have been quite prominent because the employer laid off one-half of all Registered Nurse hours.

How ONA Helped

Members from this Bargaining Unit have been vocal with their employer noting that these cuts will harm patient care. A grassroots campaign that included leafletting the community, an online petition and a dedicated Facebook page also alerted the patient community about the cuts and the impact they have on patients. In addition, ONA Labour Relations Officers and Professional Practice Specialists were integral in addressing these issues with the employer.

The Results

As a result of advocacy from ONA members and staff, the following binding settlement was achieved:

- The employer will ensure that all RN shifts are filled on the schedule prior to being posted. All sick calls will be replaced and in accordance with the Collective Agreement.
- The employer will ensure the appropriate and balanced skill mix of novice to expert Registered Nurse staffing 24-7.
- The employer agrees to conduct audits of all required equipment ensuring that there is sufficient functioning equipment at all times. This ensures repairs to equipment are performed in an efficient manner.
- The parties agree that all matters related to 24-7 security guard coverage and resources for Runnymede Healthcare Centre will be addressed through the Joint Health and Safety Committee

Significance

This is a great win for our members and for patient care. This settlement is binding and, in addition to the increased RN resources achieved through the grievance arbitration process, the employer is committed to implementing additional security guards. This resolution has prevented moving forward to the Independent Assessment Committee (IAC) route and has achieved more timely solutions and resources for our members.

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