The following is a summary of ONA’s key activities and successes since the last “The Work of the Union” update in summer 2018.
ONA Senior Director of Labour Relations Bev Mathers assumed the role of interim Chief Executive Officer, promising to work with the Board of Directors, members and staff to ensure our union remains vibrant and strong.

Members at Thunder Bay District Health Unit, the lowest paid public health nurses in the province, were forced to strike after mediation broke down when it became clear the employer was not prepared to negotiate a fair offer.

Throughout the five-week strike, members walked the picket line with and received support from many individuals and organizations, including the ONA Board of Directors, members, staff, fellow Ontario and north American unions and other community groups, and unsuccessfully sought the assistance of Premier Doug Ford when he visited a pulp and paper mill in the city.

Radio ads featuring Thunder Bay District public health nurses also began airing on local radio stations to bring attention to their critical work and the employer’s unwillingness to get back to the bargaining table.

ONA won a second decision on the controversial vaccinate or mask (VOM) policy, which forces nurses and other health-care workers to wear an unfitness surgical mask for the entirety of their shift if they choose not to receive the influenza vaccine, after Arbitrator William Kaplan struck down policy in effect at St. Michael’s Hospital and several other hospitals that form the Toronto Academic Health Science Network (TAHSN).

In his decision, Kaplan stated that health-care workers having to wear a mask for their entire shift for possibly months on end when entirely free of symptoms is completely unreasonable and contrary to the collective agreement, calling the policy “illogical.”

As phase one of the independent public inquiry into the policies, procedures and oversight of long-term care (LTC) homes wrapped up this fall, ONA focused our attention on the next phase: providing recommendations for changes to protect and improve the lives of LTC residents.

Our key recommendations include that: the Ministry of Health and Long-Term Care (MOHLTC) should immediately increase LTC funding to reflect the actual needs of residents; for-profit homes must be phased out, replaced by non-profit homes; a nurse-to-resident ratio must be set at 1:20; agency use should be eliminated or the MOHLTC be given oversight of the agencies; RNs should be given wage parity with nurses working in the hospital sector; colleges and universities should provide more education on gerontology and senior care; and a clinical placement in LTC should be mandatory.

ONA and other stakeholders will now meet with inquiry Commissioner Justice Eileen Gillese, followed by plenary sessions to further discuss possible recommendations, with a final report being delivered to the Attorney General by July 31, 2019.

Peterborough Public Health members and their supporters stage successful info picket

Facebook and newspaper ads, to promote their important work in the lead-up to mediation talks, where a settlement was reached.

In response to Bill 47, which proposes changes to the Labour Relations Act, 1995 and the Employment Standards Act, 2000, ONA prepared recommendations to the Standing Committee on Finance and Economic Affairs, including that the government: retain section 6.1, which permits trade unions to apply for an order directing the employer to provide to the trade union a list of its employees; maintain the card-based certification process for the home care and community services industry; retain mediation-arbi-
tration for first collective agreements; remove section 15.1, which will permit the Ontario Labour Relations Board to review the structure of Bargaining Units upon application; and retain the current personal emergency leave provisions.

- ONA launched another Have a Say questionnaire, which surveys members in all sectors on their bargaining priorities to help guide negotiating teams in the next round.

- The Healthcare of Ontario Pension Plan's Board of Trustees, which includes representatives from ONA, is working with management to finalize the 2019-2023 Strategic Plan that will guide the delivery of the pension promise for the long term.

- An election for the next Nursing Homes Central Negotiating Team (one member from each of ONA's five regions) took place in the fall, and the successful candidates are: Judith Wright, Southbridge Lakehead (Region 1 – elected at the November Provincial Coordinators Meeting); Shelley Vandenberg, Pleasant Meadow Manor (Region 2 – elected); Mary Clarke, Sienna Living (Region 3 – acclaimed); Jean Kuehl, Forest Heights LTC (Region 4 – acclaimed) and Sandra Kravets, Brouillette Manor Ltd. (Region 5 – acclaimed).

- Along with fellow unions, ONA contributed to a 14-page Labour Day insert, coordinated by the Ontario Federation of Labour and published in the Toronto Star on September 1, which included a full page ad and a story entitled, “Advocating for Nurses and Patients for 45 Years.”

- ONA continues to enroll new members in the Nursing Homes and Related Industries Pension Plan, which currently has assets of more than $1.8 billion versus $688 million in January 2010.

- As ONA finalized the Gender Neutral Comparison System (GNCS) with the Ontario Hospital Association (OHA) to be used to evaluate all ONA job classes and potential male job classes within the hospital sector, ONA is collaborating with the OHA to develop a draft of the job information questionnaire to be completed by incumbents.

- ONA attended a recent meeting of the Ontario Municipal Employees Retirement System, where proposed changes to the plan, affecting only benefits accrued after the implementation date, were highlighted, and we will be actively engaged in the review process, submitting a brief to the Board outlining our opposition to these changes.

- After staging an information picket outside the main public health office in Belleville to protest the lack of movement at the bargaining table and to bring attention to the critical work they do for their community, more than 40 members from Hastings Prince Edward Public Health reached a settlement with their employer during mediation, just days before their legal strike deadline.

- The Canadian Blood Services Pension Plan outperformed the benchmark by one percentage point over the year.

- The terms of the existing Nursing Week Team, the Election Team, the Legal Expense Assistance Plan (LEAP) Advisory Team, and the Complaints Panel will be extended to December 31, 2019 so they will all be selected at the same time.

- The mandate of the Nursing Week Team will be amended to provide for a two-year term, which is the same as the other teams, instead of the current one.

- Dr. Elaine Todres, who specializes in strategic and governance counsel and strategic facilitation to executive leadership teams, has conducted a review of the roles and responsibilities of the ONA Board of Directors, which she explained during a presentation at the November Provincial Coordinators Meeting.

- Ontario midwives won a historic victory in a groundbreaking pay equity case that will have relevance to ONA members, after a tribunal ruled the government's failure to proactively monitor midwives’ compensation and regularly negotiate with them over it constitutes discrimination.

- Litigation with the community care access centres (Local Health Integration Networks) stemming from ONA’s May 2014 Application to the Pay Equity Hearings Tribunal continues, with hearing dates this past fall.

- “The Effect of the Changing Legal Regime regarding Cannabis in LTC Homes,” including employee and resident use of medical and recreational cannabis in the homes, employer policies, regulatory College issues, and occupational health and safety was the focus of our most recent LTC teleconnect.
Government Relations/Work with Allies

- Immediately following the provincial election, ONA pledged to work with the new Ford government as much as we can to ensure the priorities of our members and the public are heard.
- We began by sending letters of congratulations to all of the members of the Ontario legislature, along with a brochure that talks about what nurses do and the value of more RN staffing.
- ONA President Vicki McKenna held meetings with the Minister of Health and Long-Term Care Christine Elliott, Deputy Minister Helen Angus and Minister of Labour Laurie Scott, who is a registered nurse, to establish relationships.
- We are increasing our complement of professional practice and government relations staff to assist with members’ serious workload issues and to voice our key concerns at government tables.
- Because these two areas are so intrinsically linked – decisions at Queen’s Park affect our members’ ability to provide quality patient care – ONA created the new position of Senior Director of Nursing Practice and Advocacy, welcoming Carol Anderson, RN, BScN, MScN, into that role.
- We have also reached out to the Council on Improving Healthcare and Ending Hallway Medicine, which was set up by the Ford government and is being chaired by Former Humber River Hospital CEO Rueben Devlin.
- ONA is supporting the Ontario Federation of Labour’s campaign to fight back against the government’s Bill 47, which repealed many of the labour laws of the previous Liberal government’s Bill 148, while we prepared our submission on the changes.
- A delegation from National Nurses United (NNU), the largest nurses’ union in the United States with 150,000 members, was warmly welcomed to our provincial office, where we shared strategies and information as the American nurses lobby for a single-payer health-care system.
- After attending the “Stand up to Protect Public Health Care” rally at Queen’s Park, where NNU co-president Jean Ross spoke to the crowd, the NNU contingent toured a Toronto hospital to speak with ONA members.
- The Ministry of Health and Long-Term Care has set up an advisory committee for health workforce planning, which is mandated to develop a process and plan to build workforce capacity in all sectors, and ONA President Vicki McKenna is a participant.
- We are continuing our efforts at the federal level on our national health priorities with our partners the Canadian Federation of Nurses Unions (CFNU), the Canadian Labour Congress and the Canadian Health Coalition, including adequately funding our public health-care system; putting forward a health human resources plan to hire more nurses and stop RN cuts; developing a national prescription drug program; and developing a safe seniors’ strategy to deal with severe understaffing in long-term care, community and home care.
- ONA participated in a CFNU roundtable, held in conjunction with the annual Council of the Federation summit in New Brunswick, to provide premiers and stakeholders with the opportunity to discuss health-related federal and fiscal issues surrounding the implementation of a national pharmacare plan.
- As the government is moving forward with hiring an additional RN for each of the province’s 627 nursing homes, ONA updated the Assistant Deputy Minister of Health and Long-Term Care on the various approaches employers are taking with respect to this funding.
Member Education

ONA workshops continued to be popular, with a total of 217 full-day, 125 half-day and 57 lectureettes delivered up until October 31 of this year, and almost 2,800 members in attendance.

The overall workshop satisfaction rate was an almost perfect 97.17 per cent.

E-learning, which provides free online education to ONA members, was a favourable option, with approximately 419 program completions in the first few months of 2018 for the 25 program offerings.

The most popular eLearning programs are Professional Responsibility Workload Report Form – Hospital Sector; Harassment, Mobbing and Bullying; Return to Work Level I: Is Your Workplace Making You Sick?; Return to Work Level II: Legislation; and Workplace Safety and Insurance Act: What You Need to Know.

ONA Structure/Bargaining Unit Structure has been added to the eLearning lineup this fall.

ONA’s Membership Education and Events Team, in conjunction with the Information Technology Team, is investigating options for our eLearning platform that will ensure a robust environment for our adult learners into the future.

Members continued to embrace video lectureettes, with 489 completions up until October 31, 2018.

The most popular of our 13 video lectureettes include Duty to Accommodate; Understanding Conflict; ONA Professional Practice; Harassment, Mobbing and Bullying; and How to be Both a Professional and Union Member.

Another lecturette in development, ONA Membership has its Privileges, will outline the structure of ONA, the labour relations services we provide to members, and the importance of members signing their union cards.

Margaret Buis, who works at the Centre for Addiction and Mental Health in Toronto, told Front Lines that receiving ONA’s Glenna Rowsell Bursary for members pursing labour relations education – just one of the many bursaries we offer each year – has proven invaluable in moving forward with her professional development.

Our annual Leadership Summit and Activist Camp brought together 88 novice and advanced ONA leaders and engaged members for a week-long educational and solidarity-building event.

Local 75 Vice-President Grace Pierias explained to Front Lines that attending ONA’s Leadership Summit and Activist Camp last year not only made her more engaged in the work of the union, “it literally changed my life.”

With the first phase of the long-term care inquiry ending and ONA’s participation continuing, the education session at the November Provincial Coordinators Meeting focused on the lessons learned and next steps.
Local Political Action/Member Engagement

- Many Locals are taking advantage of the $1,000 available to them each year specifically for political action work (Policy 26.11) and including that in their budget preparations.
- Members from Health Sciences North in Sudbury joined fellow unions and other supporters, including members of the ONA Board of Directors and staff, for a rally to protest ongoing cuts at the facility.
- Many also attended an Ontario Health Coalition (OHC) town hall in the city where job cuts at the facility were top of the agenda.
- Several participants at the Leadership Summit and Activist Camp took up our call to meet with their MPPs this fall to discuss our priorities of ensuring exceptional patient care through the RN Advantage, protecting the safety of health-care workers, and supporting marginalized and disadvantaged women.
- The call was extended to all members, many of whom are making plans to meet with their MPPs during upcoming Constituency Weeks with the assistance of an MPP Lobby Kit provided by ONA.
- Once again, Local 4 staffed a booth at the popular Keady Market in Tara, handing out 2,000 reusable bags with ONA slogans Nurses know and Better Care Starts Here on them, and discussing health care and key issues of nurses.
- Local 35 (Chatham-Kent) Executive members laid a wreath on behalf of all their members during a special Remembrance Day ceremony in their community.
- Regional Municipality of Niagara public health nurse Gaynor Quieros was named the Joan Lesmond Internationally Educated Nurse of the Year for overcoming significant obstacles to have her credentials recognized after emigrating from Wales several years ago, and donated her $500 gift to two homeless shelters in St. Catharines.
- Members in Grey-Bruce counties picketed outside of MPP Lisa Thompson’s constituency office, chanting “hands off our publicly-funded and delivered health-care system!”
- While Women’s College Hospital (WCH) proceeded with the layoff of four full-time primary RN positions at its Family Practice Centre despite strong advocacy from ONA, including two rallies outside the building, we asked members to help us with one final push, sending a personalized or templated email to the WCH Board asking that the cuts be rescinded.
- Members from across the province converged at Queen’s Park, along with ONA President Vicki McKenna and members...
of the Board of Directors, for a mass OHC rally calling on the Ford government to protect public health care.

- Local 45 stepped up to the plate when the London United Way requested assistance and sponsors to make it the “best day ever” for children in need heading back to school, purchasing backpacks and pencil cases for 40 boys and girls.

- In all parts of the province members participated in Labour Day events, including parades, picnics, soap box derbies and car shows, to show their communities that “labour cares” and to engage in conversations about the state of health care and the role of RNs in all sectors.

- During a particularly moving site visit to Port Perry Hospital, members regaled ONA President Vicki McKenna, First Vice-President Cathryn Hoy and Region 3 Vice-President Andy Summers with stories of how they had to work elsewhere for an entire year while their hospital was closed for fire repairs and how warmly they were welcomed back by their community, the subject of a letter to the editor of the Port Perry Star by McKenna.

- Durham Regional Health Department public health nurse Cynthia Rogers was honoured by the Mississaugas of Scugog Island First Nation for her ongoing work with the community on smoke-free initiatives.

- Local 35 sponsored a Blenheim little league soccer team, whose members adorned brightly-coloured shirts bearing the ONA logo.

- The successful candidates were chosen for ONA’s 2018 Member Secondment Program, which aims to increase knowledge, skills and confidence in grievance handling and negotiations: Alexandra Hospital Bargaining Unit President Pat Daltrey, Kilean Lodge Bargaining Unit President Anna Sorrenti-Sorbara, Kingston Health Sciences Centre Health and Safety Network Lead Adriana Breen, and Centre for Addiction and Mental Health Human Rights and Equity Rep Maraget Buis.

- ONA members continued to stand up for their patients and stand out from the crowd of health providers by embracing the Wear White on Wednesdays campaign.

- ONA held three successful certification votes during this time period, welcoming new members from Extendicare – Van Dan Manor (19 RNs), Chartwell Wynfield Long-Term Care (12 RNs), and ParaMed Home Health Care – Muskoka (29 RNs and RPNs).

- The Retention and Recruitment Team fielded calls from RNs and allied health professionals seeking the benefits that ONA membership offers, and additional campaigns are underway.

- We also continued to monitor the transfer of health services across the province and are filing PSLRTA applications when necessary to protect our work.
Health and Safety/WSIB

ONA continued to remind members to report all workplace violence incidents, which is their legal duty, so that employers are aware of all workplace hazards and can act on them and the Ministries of Labour and Health and Long-Term Care understand how serious this issue is and fund and enforce preventive items for worker protection and patient safety.

The second phase of the provincial Violence Leadership Table has begun with ONA President Vicki McKenna serving as ONA’s representative.

Phase 2 is focusing on long-term care and the community sector, and ONA leaders and staff are also sitting on working groups and advisory tables at the provincial level to ensure that our members’ voices are heard and to push for improvements that will make a difference.

The government indicated that many Ministry of Labour (MOL) inspectors have received violence training as a result of the 23 consensus recommendations stemming from the first phase of the Violence Leadership Table, and we are seeking concrete enforceable improvements, including root cause investigation tools, personal panic alarms and risk assessments.

ONA has updated our downloadable infographic that compares lost-time injuries in Ontario in 2017 by sector, with health care leading the way in falls, exposures, workplace violence and musculoskeletal disorders.

Eleanor Adarna, who works at University Health Network, was recognized by the Workers Health & Safety Centre and Region 3 for outstanding service and dedication to improving the work environment.

ONA encouraged members to support a petition of the Canadian Federation of Nurses Unions (CFNU) asking the federal Minister of Health for national action to stop violence against health-care workers.

Local 8 in Windsor released the second and third of four powerful ads to raise public awareness about the serious issue of workplace violence, which play before all feature films at the city’s Imagine Cinemas, except those geared towards children, along with video and still ads on digital screens to ensure maximum exposure.

ONA cohosted the Sixth International Conference on Violence in the Health Sector in Toronto, where ONA President Vicki McKenna delivered a speech to the delegates from 35 countries, highlighting our important work in effecting legislative change to improve violence prevention; several ONA Local leaders also participated on panel discussions on violence prevention initiatives in their workplaces.

Local 8’s violence in the workplace ads were shown to delegates of the conference, ensuring a world-wide audience.

ONA won entitlement for reinstatement of loss of earnings for a member who was forced by the WSIB to return to work eight hours a day, five days a week even though medication documentation supported otherwise.

Board members and our Health and Safety Specialists greeted three Korean Union Board members and our Health and Safety meeting, where information was shared and gathered from across the country.

ONA worked with the College of Nurses of Ontario, the Registered Nurses’ Association of Ontario and the Registered Practical Nurses Association of Ontario on a Nurse Health Program for all nurses in Ontario with mental health issues, including addictions, which fully launch- es in January 2019.

In conjunction with the Ministry of Health and Long-Term Care, ONA is working with the Public Services Health & Safety Association on the development of an Organizational Risk Assessment program framework for infectious disease threat exposure in health organizations, which
is being developed first for hospitals and then adapted to other health-care organizations.

- As a result of our advocacy in health and safety, a number of employers are now working with our Bargaining Unit leaders on violence programs, including the Centre for Addiction and Mental Health (CAMH) in Toronto and The Ottawa Hospital.
- At a summer union- and employer-sponsored barbecue at CAMH, attended by members of the Board of Directors, members and staff, CEO Dr. Catherine Zahn handed out a scroll of achievements obtained in the last year related to violence prevention, including updating personal alarms for all staff, new supervisory competency training, zero tolerance posters, psychological services for staff and physicians, and the regular completion of Joint Health and Safety Committee inspections.
- ONA is endorsing a research project called, “The Impact of Organizational Programs and Supports on the Psychological Health Outcomes of Workers Exposed to Patient Violence in Long-Term Care and Home Care Organizations.”
- The Board has approved the education focus for the 2019 Health and Safety Caucuses: New Musculoskeletal Guidelines from the Centre for Research Expertise for the Prevention of Musculoskeletal Disorders (MSD), located at the University of Waterloo, which will help employers and workers understand and recognize MSD hazards, conduct an MSD risk assessment, choose and implement MSD hazard controls, and conduct an evaluation.
- ONA President Vicki McKenna met with Ministry of Labour (MOL) leadership regarding breaches at our members’ workplaces, including a tardy response to work refusal and stoppage, and failure to issue orders because an MOL inspector did not personally witness an incident.
- The most recent health and safety webinar focused on the “Public Services Health and Safety Association’s Violence, Aggression & Responsive Behaviour (VARB) Security Toolkit,” which explained how the toolkit can help assist organizations to establish effective security programs, increase awareness and understanding of security functions/roles/responsibilities and identify program gaps, and develop customized action plans.
- ONA solemnly observed National Day of Remembrance and Action on Violence Against Women, a day commemorated in Canada each December 6 on the anniversary of the 1989 École Polytechnique massacre, in which armed student Marc Lépine murdered 14 women and injured 10 others.

Communications and Campaigns

- ONA launched a new phase of our Nurses know provincial advertising campaign, which promotes the message of the value of nurses in our health-care system, by airing ads in movie theatres, social media and on the radio.
- Several of ONA’s impressive communications vehicles won prestigious Apex Awards, which recognize excellence in publishing by professional communicators in the areas of graphic design, editorial content, and the ability to achieve overall communications greatness: App – Special Purpose: the ONA app; Annual Report – Print 32+ Pages: The 2017 Work of the Union Biennial Report; and Design and Illustration – Infographics: Violence infographic.
- We also won the Apex Grand Prize in the Campaigns, Programs and Plans category for our Human Rights and Equity Vignettes, a composite of member experience with stereotypes, which were shown at the 2017 Human Rights and Equity Caucus.
- ONA’s online presence continues to grow month after month with no signs of slowing down.
- From August to October, our website page views were primarily focused on four main themes: the hospital arbitration award, ONA’s vaccinate or mask policy win at the Toronto Academic Health Science Network, the strike of public health nurses at the Thunder Bay District Health Unit, and our Have a Say bargaining survey.
- The rest of the website content continued to receive steady page views and actions.
- Our social pages (Facebook and Twitter) continued to attract additional interested followers each month, with more than 25,400 users following our Facebook page and more than 16,100 following us on Twitter.
- The top content on our social feeds was the Thunder Bay public health nurses strike, which garnered more than 2,000 reactions (likes, shares, comments) and further bolstered online support for our members.
- ONA President Vicki McKenna continued to reach a wide audience with her popular podcast series on current issues and union priorities.
ONa made additional gains for our members in addressing their workload and professional practice complaints (PRCs) and have been able to reach settlements prior to having to advance to an Independent Assessment Committee (IAC).

One such settlement addressed the serious workload issues of RNs on the medicine floors at Guelph General Hospital, including insufficient RNs and resource nursing staff, and an inappropriate skill mix, which resulted in the employer agreeing to increase RN staffing by three full-time resource nurse positions, and hire five full-time nursing positions to the medicine program to increase the nurse-to-patient ratio and ensure an appropriate skill mix.

Chaired by Region 4 Vice-President Laurie Brown, the 2018 Nursing Week Advisory Team held a teleconference to reflect back on the theme, products and activities from the past Nursing Week.

The 2019 Nursing Week Team met to begin planning for the next Nursing Week, and recommendations from both of these teams is being considered by the Board.

Under the theme, Delivering Essential Care through Technology, ONa celebrated Medical Radiation Technologists (MRT) Week to recognize and raise awareness of the vital role MRTs, many of whom are ONa members, play in the health-care system.

ONA’s Professional Practice lead is currently providing input into two Registered Nurses’ Association of Ontario Guidelines: End of Life Best Practice Guideline and Vascular Access Guideline.

A Professional Practice Specialist attended the Canadian Federation of Nurses Unions (CFNU) Professional Practice meeting to share ideas, challenges and successes and learn of developments and trends in this area from provincial nurses’ union counterparts.

ONA is supporting a York University study called, “What’s Past is Prologue: Comparing Long-Term Care (LTC) Workers & Working Conditions between Canada and the Nordic Countries...Ten Years Later,” which is a remake of an LTC survey comparing Canada to the Nordic countries a decade ago.

ONA recognized the vital role nurse practitioners play in our health-care system during Nurse Practitioner (NP) Week, held to celebrate and increase recognition of the exceptional care they provide to communities across Ontario.

A landmark report from the CFNU, entitled Fulfilling Nurse Practitioners’ Untapped Potential in Canada’s Health Care System, found that NPs are the solution to Canada’s long-standing shortage of primary care providers, access and wait time issues, especially within underserved populations, communities and settings.

Professional Practice launched a pilot project that moved three specialist positions from the Toronto office into the North, East and West offices, and we are already seeing benefits, including more informal consultation in the offices, which provides servicing Labour Relations Officers with advice.

Under the theme Advancing the Profession, ONa was proud to celebrate and acknowledge our invaluable health-care professionals in many Bargaining Units who perform a wide range of tasks, including assessing, monitoring and treating individuals’ respiratory and cardiorespiratory disorders; testing and measuring lung function; administering inhaled medical drugs and gases; and providing tools and support for smoking cessation programs during Respiratory Therapists Week.

Because of the rising acuity and complexity of professional practice files and challenges facing the health-care sector today, Professional Practice Specialists
have been undergoing education to enable them to identify labour relations issues outside of practice.

- During the most recent Professional Practice teleconnect on “Workload and Legal Issues Related to Nursing Documentation,” members of the Professional Practice and Legal Expense Assistance Plan teams, reviewed nursing accountability, how documentation supports nursing practice and patient care, how to document on Professional Responsibility and Workload Reporting Forms, legalities and cases.
- Professional Practice became involved in the Sault Area Hospital Surgical Unit in May 2017, and since that time, the parties have been working to resolve our members’ serious issues, agreeing to a pilot project to assist with the staffing issues, with a six-month evaluation to determine if it has been successful.
- ONA continued to work with our Canadian Blood Services Bargaining Units as workload issues increased while donor associates screened patients, instead of more appropriate RNs.
- We continued to struggle with the College of Nurses of Ontario’s (CNO) stance on what its registrar Find a Nurse should say with respect to NPs who choose not to complete the special education that will allow them to prescribe controlled substances.
- The most recent NP teleconnect provided listeners with an update on the CNO register, a recent PRC settlement, the long-term care inquiry, and the CFNU’s NP Report.

## Human Rights/Accommodation/Return to Work

- ONA continued to advance the human rights of our members in a number of ways, through advocacy by Local executives and Labour Relations Officers, the Human Rights and Equity Team, grievance arbitration, the WSIB Team, occupational health and safety, and at times before the College of Nurses of Ontario by way of our Legal Expense Assistance Plan Team.
- A recent informal survey of grievance arbitrations shows that more than 90 per cent of cases engaging a human rights ground are directly related to disability, usually falling into one of a number of categories: denial of short or long-term disability benefits, attendance management policies, failure to accommodate, or discipline related to a disability.
- The annual Human Rights and Equity Caucus, the best attended ever, kicked off the Provincial Coordinators Meeting under the theme, Healing the Caregiver: Helping Members with Addictions.
- The well-received Caucus featured members’ touching personal stories of addiction, a lively panel discussion on helping members with addiction issues, an overview of ONA’s Nurse Health Program, and group work.
- This was a record-setting year for ONA’s participation in Pride parades across the province, including Toronto, London, Ottawa, Thunder Bay and Dryden.
- For ONA members in Chatham-Kent, Pride 2018 was particularly meaningful, as the city held its first-ever parade where many residents cheered the ONA contingent and thanked them for the care they provide.
- Holding signs reading, “Every Child Matters,” Region 1 Vice-President Pam Mancuso joined other members of Aboriginal Circle, one of the Ontario Federation of Labour’s Standing Committees, for “Orange Shirt Day,” when thousands of people gathered across Canada to remember the victims and survivors of residential schools.
- Under the theme of #MakeAnImpact, in honour of the women and girls who’ve made a lasting impact as pioneers in their field, ONA acknowledged Women’s History Month this past October, a time to celebrate the achievements and contributions of women and girls across the country and throughout our history.
- Our most recent Provincial Human Rights and Equity teleconnect discussed medical marijuana and the workplace, along with human rights considerations for ONA members.
- We continued to work with employers to establish joint programs that promote a strong health and safety culture, linking return to work with disability prevention.
Student Affiliation

- ONA has named the successful recipients of our 2018 Nursing Student Scholarship and the Ontario winner of the Canadian Federation of Nurses Unions (CFNU) Scholarship, intended to assist students in accredited nursing programs cover the expense of their education, and their names and snippets of their winning essays began appearing in Front Lines.

- Many ONA affiliate members, including Canadian Nursing Students’ Association (CNSA) official delegates past and present, spoke out about the difficulties they face in their clinical placements for a special feature section accompanying Front Lines, which has been distributed widely to our nursing students and other stakeholders.

- ONA hosted a meeting of the CNSA Ontario official and associate delegates at our provincial office, with more than 20 students from nursing schools across the province in attendance.

- At the November Provincial Coordinators Meeting (PCM), ONA warmly welcomed Danielle Kane, who had just finished her first year of nursing at the University of Ontario Institute of Technology when she was shot by a man spraying bullets on Toronto’s Danforth Avenue while coming to the aid of another victim, and her boyfriend Jerry Pinksen, an ONA member.

- Kane addressed delegates of the PCM, revealing she wants to complete her nursing program, and a raffle was held to raise funds for her recovery, which the Board matched.

- The Board of Directors approved an amendment to Policy 3.9 (ONA and the Canadian Federation of Nurses Unions Student Scholarship) to name one of the existing nursing student scholarships The Reese Fallon Scholarship, in honour of the 18-year-old victim of the Danforth shooting, who would have started her first year of nursing at McMaster this fall, and increase this particular scholarship from $1,000 to $2,000 beginning in 2019.

- Jerri Clout, the CNSA official delegate for the University of Toronto, brought greetings from the CNSA to the November PCM on behalf of Ontario Regional Director Daniela Monachino, who was unable to attend.

- Board members continued to participate in regular conference calls with CNSA leaders and campus delegates to learn about their issues firsthand so we can take them forward to the government and nursing stakeholders.