

Acronyms Commonly Used at ONA

Acronym	Meaning
ACC	Area Coordinators Conference
ACCTST	Finance and Accounting Services Team
ACNP	Acute care nurse practitioners
ADMST	Administrative Services Team
AODA	<i>Accessibility for Ontarians with Disabilities Act</i>
ARAO	Anti-racism and anti-oppression
ARAT	Anti-Racism Advisory Team
BATNA	Best alternative to a negotiated agreement
BCNU	British Columbia Nurses' Union
BOD	Board of Directors
BSO	Behavioural Supports Ontario
BU	Bargaining Unit
BUP	Bargaining Unit President
CALM	Canadian Association of Labour Media
CCRT	Critical care response team
CCPA	Canadian Centre for Policy Alternatives
CEO	Chief Executive Officer
CFNU	Canadian Federation of Nurses Unions
CHA	<i>Canada Health Act</i>
CHC	Canadian Health Coalition
CHT	Community health team
CHEPA	Centre for Health Economics and Policy Analysis
CHRIS	Client Health and Related Information System
CIHI	Canadian Institute for Health Information
CLC	Canadian Labour Congress
CNA	Canadian Nurses Association
CNE	Chief Nursing Executive
CNF	Canadian Nurses Foundation

CNO	College of Nurses of Ontario
CNS	Clinical nurse specialist
CNSA	Canadian Nursing Students' Association
CPP	Canada Pension Plan
CRA	Canada Revenue Agency
CROSH	Centre for Research in Occupational Safety and Health
CSRRDS	Classification Scheme and Records Retention Destruction Schedule
CUPE	Canadian Union of Public Employees
DB	Defined benefit (pension plan)
DC	Defined contribution (pension plan)
DDC	Double duty caregiver
DHC	District Health Council
DLC	District Labour Council
DMST	Dues and Membership Services Team
DRR	Dues remittance reports
ED	Emergency department
EHT	Employee Health Tax
EI	Employment Insurance
ER	Emergency room
ESA	<i>Employment Standards Act</i>
FAC	Fiscal Advisory Committee
FHT	Family health team
FIQ	Fédération interprofessionnelle de la santé du Québec
FPA	Financial planning and analysis
FT	Full time
FTE	Full-time equivalent
GNU	Global Nurses United
HAC	Hospital Association Committee
HBAM	Health based allocation model
HCCSS	Home and Community Care Support Services
HCPNW	Health Care Providers Network
HLDA	<i>Hospital Labour Disputes Arbitration Act</i>

HOBIC	Health Outcomes for Better Information and Care
HPARB	Health Professions Appeal & Review Board
HPNT	Hospital Provincial Negotiating Team
HOOPP	Healthcare of Ontario Pension Plan
HR	Human resources
HRAP	Human Resource Adjustment Plans
HRE	Human rights and equity
HRTO	Human Rights Tribunal of Ontario
HS	Health and safety
HSN	Health and Safety Network
HSSO	Health Shared Services Ontario
IAC	Independent Assessment Committee
ICES	Institute for Clinical Evaluative Sciences
ICN	International Council of Nurses
ICRC	Inquiries, Complaints, & Reports Committee
ICU	Intensive care unit
ISC	Individual special circumstances
IT	Information technology
IWH	Institute for Work and Health
JHSC	Joint Health and Safety Committee
JPNC	Joint Provincial Nursing Committee
JUMC	Joint Union-Management Committee
LC	Local Coordinator
LCNI	Late Career Nurse Initiative
LEAF	Women's Legal Education and Action Fund
LEAP	Legal Expense Assistance Plan
LOA	Leave of absence
LRA	Labour Relations Assistant
LRO	Labour Relations Officer
LTC	Long-term care
LTD	Long-term disability
LTDNG	Long-Term Disability Network Group
MEET	Membership Experience and Events Team

MET	Membership Education Team
MGT	Management Team
MIRE	Membership information report excel
MJI	Member job inquiry
MNU	Manitoba Nurses Union
MOF	Ministry of Finance
MOH	Ministry of Health
MLTC	Ministry of Long-Term Care
MLITSD	Ministry of Labour, Immigration, Training and Skills Development
MP	Member of Parliament
MPP	Member of Provincial Parliament
MRS	Medical radiation sciences
MRT	Medical radiation technologist
NBNU	New Brunswick Nurses Union
NCLEX	National Council Licensure Examination (also NCLEX-RN)
NEB	National Executive Board (of the CFNU)
NGG	Nursing Graduate Guarantee
NHPNT	Nursing Homes Provincial Negotiating Team
NHRIPP	Nursing Homes and Related Industries Pension Plan
NICU	Neonatal intensive care unit
NP	Nurse practitioner
NPAO	Nurse Practitioners' Association of Ontario
NSNU	Nova Scotia Nurses' Union
NWAT	Nursing Week Advisory Team
OCHU	Ontario Council of Hospital Unions
OCOTH	Ontario Council of Teaching Hospitals
ODSP	Ontario Disability Support Program
OFL	Ontario Federation of Labour
OHA	Ontario Hospital Association
OHAH	Ontario Health atHome
OHC	Ontario Health Coalition
OHCOW	Occupational Health Clinics for Ontario Workers

OHRC	Ontario Human Rights Commission
OHS	Occupational Health and Safety
OLRA	<i>Ontario Labour Relations Act</i>
OLRB	Ontario Labour Relations Board
OLTCA	Ontario Long-Term Care Association
OMERS	Ontario Municipal Employees Retirement System
ONA	Ontario Nurses' Association
OPSEU SEFPO	Ontario Public Service Employees Union
OR	Operating room
ORPP	Ontario Retirement Pension Plan
PACU	Post anesthetic care unit
PCM	Provincial Coordinators Meeting
PCNO	Provincial Chief Nursing Officer
PDR	Performance development review
PEINU	Prince Edward Island Nurses' Union
PHIPA	<i>Personal Health Information Protection Act</i>
PHN	Public health nurse
PIPEDA	<i>Personal Information Protection and Electronic Document Act</i>
PIPSC	Professional Institute of the Public Service of Canada
PLM	Provincial Leadership Meeting
PP	Professional practice
PPE	Personal protective equipment
PRC	Professional responsibility complaint
PRWRF	Professional Responsibility Workload Report Form
PSHSA	Public Services Health and Safety Association
PSLRTA	<i>Public Sector Labour Relations Transition Act</i>
PSW	Personal support worker
PT	Part time
QA	Quality assurance
QBP	Quality-based procedures
R&R	Retention and recruitment
RAI	Resident assessment instrument
RHPA	<i>Regulated Health Professions Act</i>

RN	Registered nurse
RNAO	Registered Nurses' Association of Ontario
RNAT	Retiree Network Advisory Team
RNEC	Registered nurse (extended class)
RNFOO	Registered Nurses' Foundation of Ontario
RNUNL	Registered Nurses' Union Newfoundland & Labrador
RPN	Registered practical nurse
RPNAO(WeRPN)	Registered Practical Nurses Association of Ontario
RSI	Repetitive strain injury
RTW	Return to work
SEIU	Service Employees International Union
SF	Supplementary funded
SMEs	Subject matter experts
SO	Suitable occupation
STD	Short-term disability
SUN	Saskatchewan Union of Nurses
UMS	Unified Membership System
UNA	United Nurses of Alberta
VONPNT	Victorian Order of Nurses Provincial Negotiating Team
WHSC	Workers Health & Safety Centre
WR	Work reintegration
WSIAT	Workers Safety and Insurance Appeals Tribunal
WSIB	Workplace Safety and Insurance Board
WT	Work transition