



Board Highlights

Making Important Decisions for You!

A summary of discussions and decisions from the ONA Board of Directors Meeting, FEBRUARY 1-3, 2022

ONA PRESIDENT CATHRYN HOY CHAIRED HER INAUGURAL BOARD MEETING, as the Board received updates on ONA operations and began planning next steps for 2022.

PRIORITIES

The Board addressed the following priorities:

- ▶ **Carefor Pension Plan:** The Board authorized the consent to the proposed transfer of assets and liabilities from the Carefor Health and Community Services Pension Plan to the Healthcare of Ontario Pension Plan (HOOPP) on behalf of ONA's members.
- ▶ **Investment Strategy:** ONA's investment portfolio was reviewed by Connor, Clark and Lunn representatives in an online presentation.
- ▶ **Strategic Plan:** The Board held discussions on implementation of the Strategic Plan and has extended ONA's contract with MASS LBP to June 30, 2022 for implementation purposes.
- ▶ **Strategic Communications:** The Board has agreed to the proposal from Provident Communications Inc. to provide senior-level strategic communications counsel, media relations and key messaging development.

BOARD COMMITTEES

Reports were provided on the ongoing work of the Quality of Service to Members Committee, Enterprise Risk Committee and the Governance and Nominations Committee.

- ▶ **Quality of Service Committee:** The Committee continues its work to achieve continuous improvement on the delivery of service to members, including mitigation of operational risk, ensuring that the Committee's work is ongoing and aligned with Strategic Planning.

- ▶ **Enterprise Risk Committee:** The Board supported a recommendation from the Committee to not develop a Hardship Fund for unvaccinated members who are without pay.
- ▶ **Governance and Nominations Committee:** In 2022, this Committee will undertake a review of the ONA Constitution and make recommendations for constitutional amendments to ensure ONA remains relevant, responsive and supportive for our members.

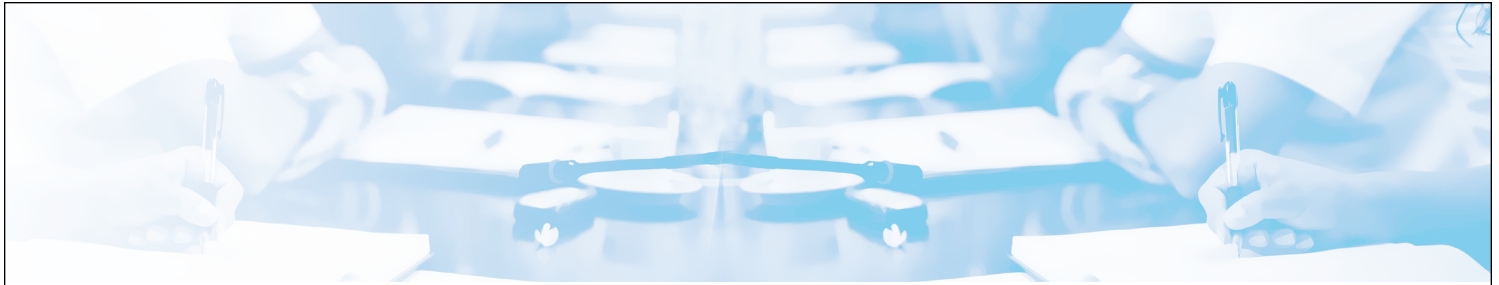
POLICY UPDATES

The following policy updates were approved by the Board:

- The Board approved revisions to member policies, which will be provided to leaders in a separate memo.
- The revisions to Policy 17.1 require that a ratification vote must take place within 21 days after a tentative settlement, with a minimum seven days' notice to membership. The seven days' notice may be waived in the event of a tentative settlement reached at conciliation, or post-conciliation for a Bargaining Unit with the right to strike.

WANT TO KNOW MORE?

Please see check out our website at www.ona.org for information on the Provincial Leadership Meeting, being held March 23-24, 2022.



POSITION STATEMENTS/GUIDES/ TIP SHEETS

The following tip sheets have been approved by the Board as resources for health and safety and professional practice representatives:

- Needle Safety Tip Sheet
- WSIB Self-Help Kit
- Health and Safety – Sample Terms of Reference for Joint Health and Safety Committees
- Professional Practice Tip Sheet – Reporting Professional Responsibility & Workload Issues without Collective Agreement Language

PORTFOLIO REPORTS

- **Communications:** The Board approved recommendations from the provincial Nursing Week Advisory Team re Nursing Week 2022, including the theme: *Dedicated to Care. Fighting for Change. / Les soins sont notre mission. Le changement est notre combat.* The theme strikes a balance between celebrating the nursing profession but also acknowledging the enormous challenges brought by the pandemic. The gift for members with entitlements will again be sent out in the spring Front Lines mailing, along with a letter from the Board. The social media campaign will focus on stories from members on one positive thing that has happened throughout the pandemic despite all the challenges, and about why they are still glad to be nurses. The approved hashtags for social media are:

#whatkeepsme going

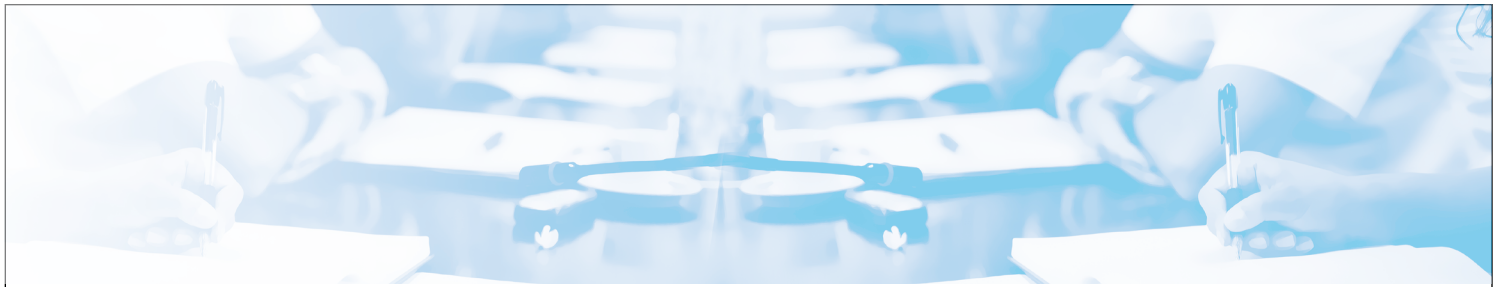
#whyI fight

#ONANursingWeek2022

- **ONA Ad Campaign:** ONA has embarked on a new advertising campaign for the winter to highlight the pressing health human resources crisis unfolding in Ontario, and the need for action. ONA ran full-page ads in the Toronto Star on three consecutive Saturdays so far this year: January 22, January 29

and February 5. We are also continuing our commitment to run monthly ads on the inside cover of Hospital News, with January and February ads published thus far. Our ads have been shared on ONA's social media sites (Facebook, Twitter and Instagram) and received overwhelmingly positive responses from followers. We are also running radio ads in 20 markets across the province. The ads are titled: *From Crisis to Catastrophe, Painful Realities and Bring Back Health Care.*

- **Government Relations:** Plans for ONA's provincial election campaign are under development, as well as a process for selecting ONA member secondees to assist. The Board has approved funding of \$510,838 for the provincial election member engagement plan. Details to be announced later.
- **Student Liaison:** Effective this March, the 2022-2023 Canadian Nursing Students' Association (CNSA) Ontario Regional Director will be Parisa Jamali, a fourth-year nursing student at X University/Ryerson, Toronto, and an international student from Iran. CNSA's new Black Caucus Chair will be Octavia Bullen from X University/Ryerson... Fourth-year nursing student James Matthew Mortel Besa presented his research report on racism in nursing schools, which is available on the CNSA website at cnsa.ca/diversity-embracement-project. The report concludes that racism continues to be prevalent in nursing schools and health-care settings... CNSA has established a new partnership with the Native Women's Association of Canada to further their reconciliation work... ONA First Vice-President Angela Preocanin attended the Ontario Regional meeting on January 21, 2022 to speak to the delegates and engage in an informal question-and-answer session... ONA will be preparing an e-blast for nursing students on clinical placements.
- **Professional Practice:** The Professional Practice Ask a Specialist webinar series continues to gain steam



and is much in demand... Professional Responsibility Workload Reporting Forms and supporting information for long-term care and public health have been updated.

- ▶ **Human Rights and Equity:** The Human Rights and Equity (HR&E) Caucus, held virtually in November 2021, had the highest number of participants ever, with over 532 attendees. The Caucus featured a continuation of the theme, *Beyond Good Intentions: Confronting Racism...* The team is working with the Communications and Government Relations Team (CGRT) to update the HR&E section of ONA's website to ensure the material posted is valuable, informative and relatable to all ONA members.
- ▶ **Health and Safety:** The Board has agreed that the May 2022 Health & Safety Caucus be delivered virtually... The WSIB Self-Help Kit has been revised and approved by the Board.
- ▶ **Member Education:** Within the context of the COVID-19 pandemic, the Membership Education and Events (MEE) Team moved from in-person workshops to delivery using technology, to solely

utilizing technology to deliver workshops. Workshops have been reviewed and augmented based on Local priority, member need, strategic requirement and the government's reopening schedule. There were 56 workshops delivered virtually between October 1 through December 17, 2021. Further training for leaders and members will be conducted in the first quarter of 2022, allowing members to register for workshops through their portal account. When environmental conditions allow a return to in-person learning, ONA's education program will continue to utilize digital offerings to remove barriers and to ensure members can access education opportunities from their own location. Six new provincial workshops were approved by the Board's Quality of Service Committee in the fall of 2021 including:

- CNO Quality Assurance Learning Plans
- CNO Standards
- New Bargaining Unit President
- New Grievance Chair
- Right to Strike Sector and Lecturette
- Political Action HD
- MIRE Report Lecturette

The next meeting for the Board of Directors will be held April 4-7, 2022.

If you have any questions about this Board meeting, please contact ONA President Cathryn Hoy, First Vice-President Angela Preocanin or your regional Vice-President (contact information below).

Board members for 2022: Cathryn Hoy, President, Communications and Government Relations/Student Liaison (#7755); Angela Preocanin, First Vice-President, Political Action and Professional Issues (#7707); Dawn Armstrong, Region 1, Human Rights and Equity (#7706); Bernadette Robinson, Region 2, Education (#7756); DJ Sanderson, Region 3, Labour Relations (#7704); Erin Ariss, Region 4, Local Finance (#7709); Alan Warrington, Region 5, Occupational Health and Safety (#7708). **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.