



# Board Highlights

## Making Important Decisions for You!

*A summary of discussions and decisions from the ONA Board of Directors Meeting, APRIL 5-7, 2022*

**WITH A PROVINCIAL ELECTION ON THE HORIZON, THE NURSING SHORTAGE GROWING WORSE** by the day and privatization continuing to creep into our health-care system, the ONA Board of Directors used their spring meeting to discuss strategies to continue to support our members and move our union through these challenging times.

### PRIORITIES

The Board addressed the following priorities:

- **Strategic Plan:** An update on ONA's Strategic Plan was provided to the Board by MASS LBP, which has guided us through this work from the beginning. They continue to work with staff leads on multi-year action plans to move the Strategic Plan forward, which will be presented to the Board in June. An update on the Strategic Plan will also be provided to members at the June Provincial Coordinators Meeting.
- **Financial Report:** Nina Sinopoli, who was recently named ONA's Chief Financial Officer, presented the Financial and Variance Report for the period ending December 31, 2021, which the Board approved.

### BOARD COMMITTEES

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

A new Board committee, the Provincial Political Action Committee, is also being created in response to our members' increasing political organizing and mobilizing efforts. The committee will identify province-wide trends on workplace or political issues, and recommend and implement short- and long-term province-wide political action plans. Chaired by First Vice-President Angela Preocanin, the committee will be made up of another Board member yet to be named, five members (one from each region) chosen by Expression of Interest, and staff. The committee's two-year term commences on October 1, with virtual

meetings held every other month. Learn more and encourage any interested members to apply by May 9 at [www.ona.org/eoi-political-action/](http://www.ona.org/eoi-political-action/). Any questions can be emailed to [onamail@ona.org](mailto:onamail@ona.org).

### POLICY UPDATES

The following policies were approved by the Board:

- **Policy 8.8:** Unmanageable Conflict within the Local Executive.
- **Policy 23.4:** Administrative Oversight/Support.
- **Policy 11.3:** Removal from Office.
- **Policy 23.3:** Appendix Tip Sheet Re: Key Bargaining Unit President Duties.
- **Policy 26.23:** Funding for New Bargaining Unit President Education.
- ONA's Short- and Long-Term Goals.

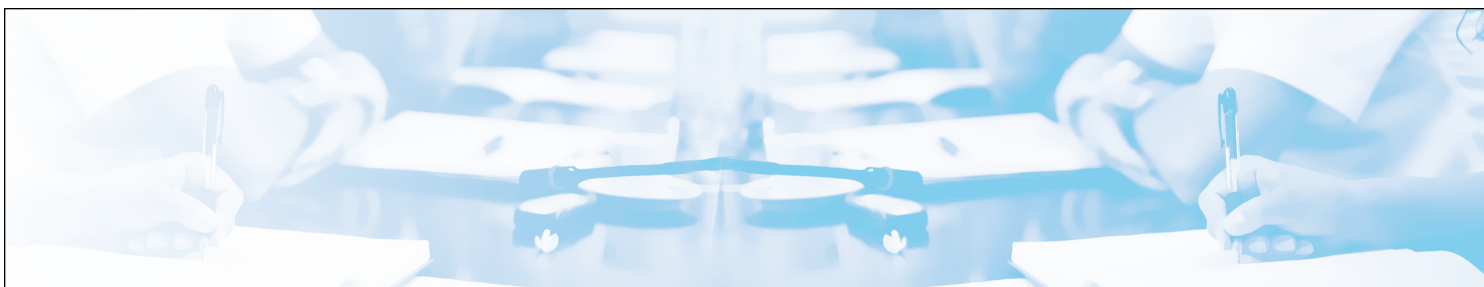
The revised policies will be sent to leaders and posted on our website.

### PROVINCIAL ELECTION TEAM

The Board reviewed the Provincial Election Team Report. The report will now go to the Governance and Nominations Committee to recommend any changes to our election policy and/or the ONA Constitution.

### WANT TO KNOW MORE?

The full minutes from the April Board of Directors meeting will be available at [www.ona.org](http://www.ona.org).



## SPONSORSHIP

ONA will sponsor the Women's Legal Education and Action Fund (LEAF) at the Advocate Sponsor level of \$7,500 for the Equality Event Gala on May 31. LEAF advocates for gender equality by focusing on litigation, law reform and public education. In particular, it seeks to advance gender equality by challenging laws, policies and practices that discriminate against equality guarantees enshrined in the Canadian Charter of Rights and Freedoms.

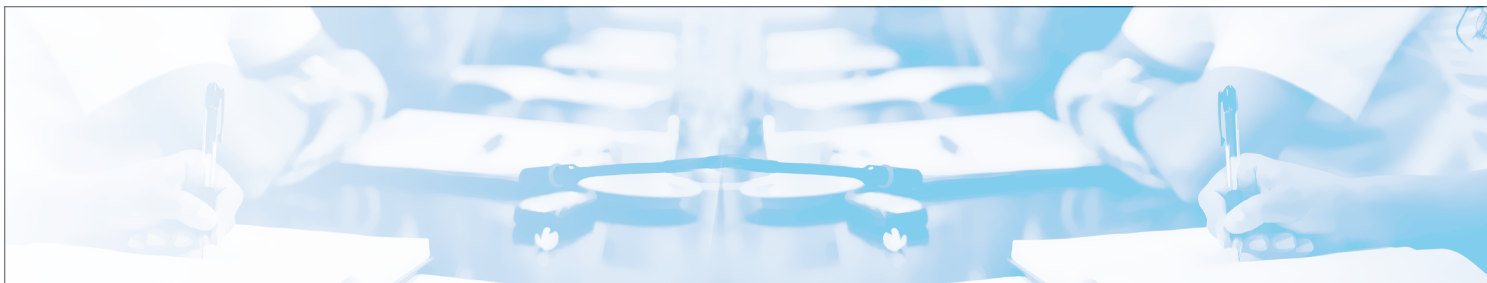
## INFORMATION TECHNOLOGY (IT) REPORT

The Board received a presentation on IT initiatives and discussed creative strategies to encourage members to sign up for ONA Access, our new online member portal. That includes two contests: one to encourage members to subscribe and provide their email address (one iPad per region), and another for the Local with the highest percentage increase of member sign-ups (a \$25 gift card).

## REGIONAL REPORTS

► **Region 1:** In a letter to the editor recently published in the *Sudbury Star*, Region 1 Vice-President Dawn Armstrong corrected "misinformed comments" about nurses appearing on the province's Sunshine List and the backlash Public Health Sudbury and Districts' nurses have received. "Let's be real: the pandemic has fuelled a huge demand for public health care over these past two years," she wrote. "Nurses have worked excessive overtime contact tracing, vaccinating and doing what is needed to keep Ontarians safe. Most of this 'overtime' was mandated at the expense of the nurses' family lives, and denial of any kind of vacation or time off...If someone needs to be blamed for front-line health-care professionals being on this list, it is the Ford government. They have done nothing substantive to end the nursing shortage, which is getting worse by the day."

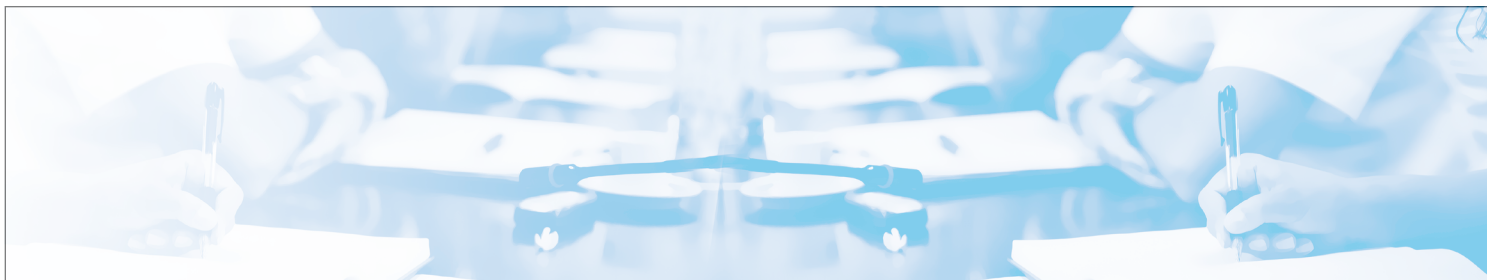
- **Region 2:** Locals 42, 74, 83, 84 and 214 recently held a successful Rally for Care at Ottawa West-Nepean MPP Jeremy Roberts' constituency office. During the rally, which was live streamed on Facebook by First Vice-President Angela Preocanin, the group of about 100 let it be known that Bill 124 is a high-priority election issue for nurses and health-care professionals and that their MPP needs to be accountable to them for supporting it.
- **Region 3:** In what has become a very effective tool for our union, dozens of members from Locals 6, 51 and 111 joined Region 3 Vice-President DJ Sanderson for a phone zap, flooding the phone lines and emails of Premier Doug Ford and Conservative MPPs demanding the quick demise of Bill 124.
- **Region 4:** A precedent-setting victory on the interpretation of ONA's Hospital Central Collective Agreement requires Cambridge Memorial Hospital to pay double-time for RNs who return to work on short notice. A grievance was filed on behalf of an ONA member who had just completed a two-day, two-night rotation, was called by the employer at 4:22 p.m. on her day off, and agreed to work a 11.25-hour tour starting at 7 p.m. The hospital failed to provide premium at double-time. Arbitrator McNamee sided with ONA, determining that the member was entitled to a double-time premium for the full 11.25-hour tour. Read more in the spring issue of *Front Lines* at [www.ona.org/frontlines](http://www.ona.org/frontlines).
- **Region 5:** ONA received a significant workload settlement for our members at Erie St. Clair Home and Community Care Support Services. Issues arose over a lack of baseline staffing; inconsistent parameters for team coverage and the in-office care coordinator role; insufficient leadership and support for care coordinators; fractures in the patient care transition; and a lack of employer recognition for the full scope of case management and workload.



The settlement includes the creation of 13 part-time care coordinator positions; enhancement and broadening of recruitment efforts; role clarity; employer endorsement of care coordinator workload related to liaison with community partners; and two dedicated hours per month for community care coordinators to update themselves on initiatives or education.

## PORTFOLIO REPORTS

- ▶ **Communications:** The Board was briefed on ONA's winter multi-media advertising campaign, *From Crisis to Catastrophe*, which ran province-wide in February and March to bring awareness to the underlying causes of the nursing shortage and the need for more government investments. Earlier this month, ONA launched another campaign, *Nurses Fighting for Change*, calling out the Ford government on its failure to address the serious issues plaguing our health-care system and urging Ontarians to vote for public health care in the upcoming provincial election. The campaign includes prominent TV and social media ads, with expanding coverage over the coming weeks. We encourage you and your members to visit the campaign webpage at [www.nursesfightingforchange.ca](http://www.nursesfightingforchange.ca) to learn more, download and share our social images, and send an email to the candidates in your riding.
- ▶ **Government Relations:** ONA's provincial election campaign is in full swing, with 18 members from all regions now seconded. The role of the secondees, who received a week-long training session from ONA staff in April, is to coordinate phone banks and other political action events in their regions and engage members on the importance of voting on June 2. Visit [www.ona.org/vote](http://www.ona.org/vote).
- ▶ **Local Political Action:** Members in the Greater Toronto Area, Ottawa and other parts of the province were instrumental in planning ONA's involvement in the Ontario Federation of Labour's May Day rallies. We joined thousands of Ontario workers rallying for a \$20 minimum wage, decent work for all, affordable housing, paid sick days, well-funded public services, climate justice, and an end to racism and oppression. Learn more at [www.ofl.ca](http://www.ofl.ca).
- ▶ **Student Liaison:** ONA First Vice-President Angela Preocanin recently met with NDP MPP Laura Mae Lindon, the Opposition Critic for Colleges and Universities, along with Ontario representatives from the Canadian Nursing Students' Association to discuss the lack of in-person clinical placements, mentors and financial support for students impacted by the pandemic.
- ▶ **Professional Practice:** *Practice Matters* is making a return, only this time the sector-specific publication will be in the form of an e-bulletin. The new subscription-based *Practice Matters* will address practice issues, wins, solutions, educational opportunities and webinars, and encourage information sharing among ONA members. Sign up at [www.ona.org/pm](http://www.ona.org/pm) and urge your members to do the same.
- ▶ **Labour Relations:** The following documents reviewed by ONA's All-Sector Strategic Bargaining Project Team have been approved by the Board: Whistleblower Protection: A Guide for ONA Members; Empowering You with the Information Members Value Tip Sheet; and Amendments to the KISS (Keep it Simply Succinct) documents, including All Sectors and Hospitals, the Professional Responsibility Service Delivery Accountabilities, and the Activism and Professionalism Go Hand in Hand poster. See more at [www.ona.org](http://www.ona.org).
- ▶ **Human Rights and Equity:** Lead consultant Tomee Sojourner-Campbell presented on ONA's four-year Anti-Racism Anti-Oppression Action Plan, identifying our priority areas, which the Board approved. The important work spelled out in the



plan, which was developed with the input of ONA's Anti-Racism Working Group, will now get underway. Stay tuned for more information.

- **Local Finance:** Although many new Treasurers attended the Executive Partnership Workshop, several Locals have onboarded new Treasurers since that time. Please contact Region 4 Vice-President Erin Ariss, who holds the portfolio for Local Finance, at [erina@ona.org](mailto:erina@ona.org) to arrange individual education and training for new Local Treasurers.
- **Health and Safety:** The Board engaged in much conversation about our new Health and Safety Precautions Statement, which will guide ONA events and meetings. The statement highlights the precautions we must follow in light of the ongoing COVID-19 pandemic.

- **Member Education:** Registration for our June Provincial Coordinators Meeting (PCM), which will be held in Windsor from June 14 to 16, is now open. Members can attend in-person or virtually. As occupancy caps for meeting spaces have been lifted by the province, we will ensure distanced seating for the members who register for the PCM in-person. ONA will continue to follow public health guidelines should the situation change. Register for the PCM at <https://www.multisoftevents.com/ONAPCM22/>.

The next meeting for the Board of Directors will be held June 8-10, 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/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.