

BOARD HIGHLIGHTS



Making Important Decisions for You!

A summary of discussions and decisions from the ONA Board of Directors Meeting, June 18-20, 2024.

THE BOARD MET IN JUNE 2024 for its second of four meetings in a calendar year. The Board materials contain updates from each committee, portfolio and region for a complete account of ONA work since the last meeting in March 2024. This report summarizes high level discussions and decisions on a number of key topics.

FINANCE

The variance report from Chief Financial Officer Nina Sinopoli for the period ending March 31, 2024 was discussed and approved.

BOARD COMMITTEES

QUALITY OF SERVICE TO MEMBERS COMMITTEE

► **Reflections on Members' Survey Results**

The Quality Committee identified and discussed priorities emerging from the Members' Survey results. Discussion focused on the following:

- ONA Structure
- Anti-Racism and Anti-Oppression (ARAO)
- Leadership Transitions, including Bargaining Units with No Bargaining Unit Presidents
- Francophone members

The Quality Committee will continue to review these areas.

► **Workshop Attendance**

Region 1 Vice-President Dawn Armstrong, who holds the Education and Events Portfolio, and DJ Sanderson, Executive Lead, Provincial Services, joined the committee at their June meeting to review workshop attendance rates and determine how ONA can help bolster member attendance. The committee looks forward to a report on workshop satisfaction and data regarding workshop cancellations, and to providing input in the 2025 education planning process.

ENTERPRISE RISK MANAGEMENT COMMITTEE

► **Policy 8.9 - Computer Equipment and Account Usage Guidelines**

The committee determined that Policy 8.9 needs to be broken down into individual policies as it contains several complex issues.

► **Local Financial Issues**

The Local Financial Policy Guide was updated to provide clarity and reiterate the accountabilities of the Treasurer and Local Executive.

► **Insurance**

ONA's new insurance broker joined the committee meeting virtually. The goal was to provide a high-level overview of the new Commercial General Liability policy that was recently negotiated, and to discuss potential risks to ONA, executives and members may face doing the work of the union.

► **Legal and Privacy Risks**

- ONA needs to engage in long-term measures with Bargaining Unit leaders in terms of information storage. Education will assist.

► **Creation of a Risk Framework**

The committee identified the need to create a risk framework for 2024.

GOVERNANCE AND NOMINATIONS COMMITTEE

- The Board has approved the new Policy 16.35 - Student Affiliate Members to reflect Article 3.10 of the ONA Constitution, which provides for the establishment of a student affiliate member classification.
- The Board also approved development of an engagement plan with the CNSA with the following two outcomes:
 1. Facilitate connection between CSNA students and the ONA Local in their area.
 2. Increase Board/Local presence in college and university nursing programs.

WANT TO KNOW MORE?

Want to Know More? The full minutes from the June 2024 Board of Directors meeting will be available at www.ona.org once approved

POLITICAL ACTION COMMITTEE

- ▶ The Board approved a province-wide political action plan. This campaign would be implemented in phases from fall 2024 until June 2026. It would incorporate the next round of hospital bargaining in March 2025 and nursing homes bargaining, and will be the basis of ONA’s provincial election campaign demands leading into June 2026.
- ▶ Two new members have joined this committee, Joshua Marcon (Region 2) and Marva McCalla (Region 3).
- ▶ The committee has identified safe staffing and anti-privatization as the top issues for our members.

ONA BOARD APPROVALS: GUIDES AND TIP SHEETS

- ▶ Collaborative Leadership Framework Guide.
- ▶ Administration and Oversight: An ONA Board Resource for Governance of Bargaining Units and Locals.
- ▶ Anti-Racism and Anti-Oppression (ARAO) Advocacy 101 Toolkit - received prior Board approval and was circulated to leaders and posted on the ARAO webpage.
- ▶ “Taking on Microaggressions/Considerations” ARAO Tip Sheet has been circulated to leaders.

POLICY UPDATES

- ▶ The following policies were approved by the Board:
 - Local and Bargaining Unit Election Policy
 - Policy 5.16 Board of Directors Mandates Vacation (new)
 - Policy 16.8 Holding Office in Another Union
 - Policy 16.19 Retired Members
 - Policy 26.11 Funding for Community Activism and Local Political Action Policy
 - 26.23 Funding for New Bargaining Unit President Education

A memo highlighting the changes will be circulated to leaders.

DONATIONS/SPONSORSHIPS

- ▶ The following were approved by the Board:
 - Broadbent Institute – donation of \$12,000
 - Canadian Health Coalition – donation of \$10,000 for 2023 and \$10,000 for 2024
 - Chinese Canadian National Council, Toronto Chapter – donation of \$500
 - Nurse Practitioner Association of Ontario – Bronze sponsorship of \$4,000 for annual conference September 25-27, 2024.

- Women’s Legal Education and Action Fund (LEAF) – Partner sponsorship of \$10,000 for Evening for Equality-on August 23, 2024.
- Halton Equity and Diversity Round Table Leadership Conference – Wellness Sponsorship of \$5,000.
- 2024 Toronto Caribbean Carnival – Sponsorship of \$10,400 for Toronto Revellers and costumes.
- 2024 Carnival North – Platinum sponsorship of \$3,000.
- Mayworks – Donation of \$1,000 for the 2024 Mayworks Festival of Working People and Arts.

REGIONAL REPORTS

The following spotlights some of the “hot” issues in each region. The most significant challenge in all regions appears to be coping with staffing shortages.

▶ **Region 1**

- Denial of summer vacations due to short staffing.
- Increase in significant violence issues.
- Low morale noted at health units across the region. This is new for this sector.
- Continued apathy around completing professional responsibility workload reporting forms (PRWRF). Most concerns are related to short staffing.
- Disruptive physician behavior. Members are afraid to report due to retaliation.

▶ **Region 2**

- Many RTs in negotiations, conciliation.
- Short staffing remains a chronic problem in long-term care and hospitals.
- Targeting of Bargaining Unit members by management in for-profit long-term care.
- Stacked mediation.
- HCCSS labour relations becoming more difficult and uncertain.

▶ **Region 3**

- Replacing occupational health nurses with unregulated workers, bullying members, MDs overreaching and denying short-term disability, even when members are supplying documentation from a specialist.
- Pre-scheduling agency nurses at ONA95 and ONA97. Increase use of RT agency.
- RPNs are taking RN work. Backlash from RNs related to burn-out. Members are not fully grasping that this is an erosion of RN work.
- Letter of Understanding for Diversity, Equity and Inclusion (DEI) – all GTA hospitals have “committees,” however ONA does not have a seat at most of them.

► **Region 4**

- Support for nursing homes actions; rallies were held across the region. Some Bargaining Units are requesting mobilizing help.
- Assaults on the rise from residents.
- Public health Bargaining Units in ONA7 are reporting multiple health and safety concerns. RNs are refusing unsafe work.
- Layoff concerns at ONA9.
- Denials of isolation pay; shift premium pay denials and grievances, especially related to mentorship.
- Heavy workloads and high nurse-to-patient ratios.
- Extreme violence reported in ED, medicine and psychiatry units.
- Physician disruptive behaviour is a new epidemic in Region 4.
- HCCSS members are fearful of PSLRTA, new structure, governance and workload.
- Agency use is an issue.
- Safety concerns regarding caring for unpredictable patients in the community.

► **Region 5**

- Continued issues with closures and reduction in services (e.g. in-patient bed loss at Durham Hospital; OB service loss at Strathroy General; Temporary OB unit closure in Listowel).
- Layoffs occurring in HCCSS, public health units and hospitals.
- Lack of funding for primary care is leading to member frustration as other sectors see improvements to wages. Members leaving for other sectors, including our leaders.
- Increased vacancy rates and high agency usage, particularly in long-term care (LTC).
- Responsibility premium payment issues in the LTC sector.

PORTFOLIO REPORTS

COMMUNICATIONS

- **Advertising:** Long-term care is the focus of our latest ad campaign, featuring several ONA members from that sector. The latest round of advertising included print ads in Hospital News magazine, Toronto Star and Globe and Mail; transit ads around Queen’s Park, cross-province radio ads and social media advertising.
- **Awards:** Communications staff have received some impressive awards for their recent work:

- **Cicero Award for Best State-of-the-Institution Speech:** President’s Address at the 2023 ONA Biennial Convention.
- **Reed Award for best Canadian Online Ad Campaign (international):** ONA’s Nurses Talk Truth.
- **Apex Awards for Publication Excellence:** ONA staff newsletter *iContact*; ONA flagship membership publication *Front Lines* (Summer Edition, June 2022); ONA’s ARAO Action Plan 2022-26; ONA in Action video, November 2022.

► **Nursing Week:** Nursing Week featured many in-person events, with attendance across the province by Board members. ONA conducted a survey of members to see if they wanted to continue receiving a Nursing Week gift, and 82 per cent indicated yes, out of 2300 respondents.

► **Front Lines Magazine:** In preparation to fully digitalize ONA’s membership magazine *Front Lines* by early next year, communications staff prepared a comprehensive publication plan. The printed *Front Lines* will come to an end in late summer, with breaking/recurring union and other news shifting to a “Fight Local” microsite. Communications staff are preparing a plan for a special all-member year-end mailing with the popular pocket calendar and costings.

► **Media Relations:** First-quarter results in 2024 for ONA media hits showed coverage is up by 28 per cent. Between January 1 and March 31, ONA was in the news a total of 563 times. The potential reach of all ONA media mentions is 225 million readers.

► **Website:** We created a new website for ONA20 this quarter and made significant updates to ONA84’s older website. Redesign of existing Local websites will begin rolling out over the summer. Work to redesign the main ONA website is ongoing.

► **Social media:** A social media strategy was developed by communications staff and approved by the President and Chief Executive Officer.

GOVERNMENT RELATIONS

► **Media Conference with Ontario NDP on staffing ratios**

On May 7, Region 3 Vice-President Karen McKay-Eden participated in a media conference at Queen’s Park, with union leaders from OPSEU and SEIU and NDP Health Critic France Gélinas, on Bill 192 and the need to legislate safe-staffing ratios in Ontario hospitals.

► **Media Conference on Bill 135, *Convenient Care at Home Act, 2023***

On May 8, President Erin Ariss spoke at a media conference at Queen's Park with the presidents from two other health-care unions, OPSEU and CUPE. We called on the Ontario government to reconsider Bill 135, under which all 14 Home and Community Care Support Services (HCCSS) agencies will be amalgamated into one Shared Service Organization.

Letters

- On May 16, ONA President Erin Ariss wrote to Health Minister Sylvia Jones urging her to support the Ontario NDP Bill 192 to legislate staffing ratios in hospitals.
- Government Relations staff drafted a letter from President Erin Ariss to Health Minister Sylvia Jones in support of free parking for all health-care workers. ONA members at Health Sciences North started a petition on this issue that has garnered media coverage and thousands of signatures in support.

CAMPAIGNS AND MOBILIZING

Hard Picket at Extendicare Headquarters

- On March 27, 2024, nearly 150 ONA members who attended the Provincial Leadership Meeting (PLM) in Toronto participated in a hard picket outside of Extendicare's corporate headquarters in Markham to support nursing home members in their campaign for staffing ratios and equal wages.
- A briefing and phone zap took place the same day back at the Sheraton Hotel. Additionally, 150 ONA members called and emailed their MPPs to demand staffing ratios for resident care in the nursing homes sector.
- Other actions in support of nursing home members included: a picket at the Ontario Long-Term Care Association annual meeting, a sticker up campaign and a picket at a talk given by the Extendicare CEO at a Longwood event at the Rotman's Centre, University of Toronto.
- **Workplace Organizing**
Workplace organizing continues at a number of Bargaining Units to elicit member engagement in working together for change or to challenge employer decisions that put patient care at risk. Such campaigns include:
 - The Ottawa Hospital (TOH) Operating Room (OR) RNs Fight to Protect Patient Safety in Surgery with Retention Solutions
 - Muskoka Algonquin Healthcare (MAH) – Safe Staffing and Retention Campaign

SOLIDARITY ACTIONS

► **Migrant Rights Network Rally, Migrant Spring #StatusforAll**

- In March 2024, ONA members and staff participated in the Migrant Rights Network Rally, dubbed Migrant Spring #StatusforAll, alongside migrants, community advocates and labour unions. It took place at Christie Pits Park in Toronto. We continue to support calls for a comprehensive regularization program, without caps or exclusions.

NURSING STUDENTS

- The new Ontario Regional Director for the CNSA is Caris Madsen. She is enrolled in the BScN program at Lakehead University.

Supporting York Nursing Students and CUPE 3903

- An ONA contingent led by ONA Region 3 Vice-President Karen McKay-Eden and ONA Campaigns Officer Stephanie Fung, joined CUPE 3903 on the picket lines on April 18 and wrote a **statement** of solidarity to support students and faculty members.

PROFESSIONAL PRACTICE

- In hopes of streamlining and improving services to members, the ONA Professional Practice Team continues to engage members in reviewing professional practice forms submitted to ONA, our existing processes and the challenges experienced across all sectors.
- The Professional Practice Team was able to reach settlement and avoid the Independent Assessment Committee (IAC) hearing scheduled for the end of June at Muskoka Algonquin HealthCare (MAHC). Binding Minutes of Settlement (MOS) were signed for the emergency departments at South Muskoka Memorial Hospital and Huntsville District Memorial Hospital.
- Settlements have also been reached at Thunder Bay Regional Health Centre, Windsor Regional and West Parry Sound Hospital.
- Work with the College of Nurses of Ontario (CNO) is ongoing on several new and/or recently amended college documents. ONA's feedback has been offered on Refusing Assignments and Discontinuing Nursing Services, Practice Guidelines (Tele practice), Quality Assurance Program, Nurse Practitioner Scope, Education Regulation Requirements and Unregulated Care Providers, to name a few.

HEALTH AND SAFETY

- ▶ The Health and Safety Team continues to work with various unions to address gaps and enhance the Canadian Standards Association (CSA) Respiratory Protection Program. The team is also working with the Ministry of Labour, Immigration, Training and Skills Development (MLITSD) on musculoskeletal disorders and ensuring safety engineered devices are available at all workplaces in Ontario.
- ▶ Files of note at the Ontario Labour Relations Board (OLRB) include Halton Health Sciences and a physician sexual assault case and appeals at Health Sciences North and Windsor Regional Health. These cases emphasize the importance of employers addressing safety concerns within the workplace.
- ▶ The Health and Safety Team is also engaged in providing information and support on numerous grievance files related to Slips, Trips and Falls (STF), chemical agents in workplaces and ongoing efforts to ensure workplace safety.
- ▶ The 2024 Health and Safety Caucuses were held between April 29 and May 28. The topic was “Preventing and Responding to Violence Related Incidents in the Workplace.”

WORKPLACE SAFETY AND INSURANCE BOARD (WSIB) APPEALS

- ▶ The WSIB Appeals Team reported significant activity from January to April 2024, with 43 appeals completed, resulting in \$821,080.00 in benefits recovered for members.
- ▶ Despite a decline in the number of COVID-related cases received, the team continues to work on several cases related to the long-term health effects of COVID.

LONG TERM DISABILITY (LTD) APPEALS

- ▶ The LTD Appeals Team saw an increase in appeals processed in April compared to March, particularly in the intake and merit review stages.
- ▶ Proactive member engagement and disability policy interpretation will continue to be a focus at provincial event engagement tables. Member and leader awareness of LTD processes is critical for enhancing appeal outcomes.

LABOUR RELATIONS

- ▶ ONA filed over 4600 grievances in 2023.
- ▶ ONA has filed over 2000 grievances this year as of May 18, 2024.

- ▶ Scheduling violations persist across the province and account for the top five issues grieved in all regions in 2024.
- ▶ Premium Pay violations (e.g. Article 14.06, Consecutive Shift and Weekends etc.) and investigations related to issues such as harassment and discipline sit in the top five issues grieved in four out of the five regions this year.
- ▶ Other top five issues grieved in 2024 in more than one region include disciplines/terminations, accommodations and job postings.

Exploring Options for Using Alternative Dispute Resolution (ADR) Process and Reaching Early Resolutions Project

- ▶ MASS has completed all interviews with designated ONA leaders, staff and Board gathering information for this project for the pre- referral stage in the grievance process.
- ▶ A draft report is being completed and will be reviewed and finalized by Fall.

NEGOTIATIONS

LONG-TERM CARE SECTOR

▶ Participating Nursing Homes

Negotiations commenced on April 16, 2024, including the New Joiners negotiations to allow them into the provincial process. A Memorandum of Conditions for Joint Bargaining (MCJB) was signed. Conciliation took place on April 30, 2024, and mediation took place on May 1 and 2, 2024. Mediation resulted in a mediation/ arbitration process with a decision by Sheri Price released on May 21, 2024. The sector meeting was held on June 5, 2024.

▶ Pay Equity

The Review Officer is reviewing the submission by ONA and the response from the Participating Nursing Homes.

▶ Non-Participating Nursing Homes

One home remains outstanding with respect to the Bill 124 reopener.

▶ Retirement Homes

Bargaining continues in this sector and outcomes are providing percentage increases higher than those obtained in the nursing homes.

▶ Homes for the Aged

Settlements continue to be achieved for Bill 124 reopeners. Bargaining for renewal collective agreements is underway. There are now three voluntary settlements that were achieved with the same outcome as the

participating hospitals Kaplan decision. Others are moving forward to interest arbitration.

HOSPITAL SECTOR

▶ **Participating Hospitals**

Arbitrator Kaplan released his decision on the local classification wage grids on April 16, 2024. He ultimately decided that the board did not have jurisdiction to deal with the dispute. A briefing note on the Hospital Bargaining Campaign 2024 was approved by the Board.

▶ **Provincial Hospital Bargaining 2025**

Orientation Part 1 for the Hospital Provincial Negotiating Team (HPNT) took place on April 3 and 4, 2024. Six demand setting meetings took place the week of June 3, 2024 and the team will meet September 9-13, 2024 to develop proposals.

▶ **Pay Equity**

The complaint at Review Services on the Job Information Questionnaire (JIQ) is ongoing.

▶ **Non-Participating Hospitals**

There are 16 non-participating hospital bargaining units. Bargaining is ongoing with some settlements.

▶ **Bill 124 Reopeners**

All Bill 124 reopeners have been resolved, following the pattern set by participating hospitals for wages.

▶ **Hospital Labour Disputes Arbitration Act (HLDA)**

Decisions were received for the Saint Luke's Place reopener and the McCall Centre for Continuing Care.

RIGHT TO STRIKE, INDUSTRY AND CLINICS SECTOR

▶ **Upcoming Potential Job Action**

None at this time.

HUMAN RIGHTS AND EQUITY (HRE) TEAM

The team is now at full complement with members from across the province representing each of our equity seeking groups, including our newest equity group for Ally members.

We celebrated another successful Pride Day/Month in Toronto and looked into how we can support other Pride events across the province.

At this year's HRE Caucus on November 12, we will be highlighting the Francophone equity seeking group and the Members Living with Disabilities equity seeking group.

ARAO TEAM

▶ **Priority 1 - Reconciliation**

Reconciliation of the ARAO Action Plan, the

ReconciliACTION Working Group (RWG), which consists of the ARAO team and Indigenous staff and union members, met with the reconciliation consultant on March 7 and April 11 to discuss the proposed work plan and upcoming initiatives.

▶ **Priority 2 - Education**

The ARAO Team invited Rose LeMay, reconciliation consultant, to make a presentation on land acknowledgements at the PLM on March 28.

This education focused on moving from land acknowledgments being performative to a more meaningful indigenous affirmation.

▶ **Priority 3 - Supporting Indigenous, Black, Racialized & Historically Marginalized Members, Staff, Management and Elected Leadership, and Priority 4 - General Support, Resources and Tools**

- The ARAO Team held a Communities of Support information session for interested peer facilitators on April 29 to meet with members to share how they would like to be supported and any concerns they might have. Three members will participate in online peer facilitator training. Once this training is complete, attendees will be invited to participate in a virtual discussion with the ARAO Specialists.
- As part of Priority 4, General Support, Resources and Tools, the ARAO Advocacy 101 Digital Toolkit was launched at the PLM. The Digital Toolkit, along with supporting documents, was translated into French and both are available on the ARAO website.

▶ **Priority 7 – Leading Change: 2022 and Beyond**

- To leverage ONA's leadership and influence to advocate for system-wide responsive approaches to address racism and oppression experienced by historically marginalized communities, ONA will be sponsoring the Wellness Stream of the Halton Equity and Diversity Roundtable on June 6. ONA's sponsorship will support two immersive streams at the leadership conference.
- This year, ONA will be participating in the Toronto Caribbean Carnival with the Toronto Revelers on August 3 and Carnival North in Collingwood on August 17.

MEMBER EDUCATION

- ▶ The Member Education Team (ME Team) continues to provide a variety of workshops and lecturettes to members to enhance their skill set. The ME Team supports ONA's strategic priorities by empowering members through knowledge transfer and application.

- ▶ Between January and the end of March, more than 70 education sessions were scheduled and delivered; workshops from our brochure education workshop list, including preparing your team for negotiations and the Ask A Specialist sessions (see below).
- ▶ In hopes of managing all ONA education requests, ongoing efforts continue to push leaders and members to using AccessONA for all workshop registrations. Our goal is to have 100 per cent compliance by 2025.
- ▶ Changes to ONA's e-Learning Platform are in discussion and securing a new vendor is underway.

SUMMER STUDENTS

- ▶ ONA summer students Maya Ariss and James Kay developed two initiatives and presented them in a briefing note to the Board: the ONA Equity Podcast Initiative and We Are ONA, We Are Equity. Both initiatives were supported by the Board.

MEMBER EXPERIENCE AND EVENTS (MEE) REPORT

- ▶ The PLM at the Sheraton Centre and the Niagara Leadership summit were held earlier this year, and the member feedback has been overwhelmingly positive for both events. Thank you to all ONA staff and services that added to the experience and event.

- ▶ At events, the Health & Safety Precautions statement was updated to reflect the realities of the current landscape in Ontario health care. This information is shared with leaders, members and staff during the registration process and is again circulated via email prior to events and included on the ONA Events app.
- ▶ The MEE team has worked with our vendor, the 2 Crazy Ladies and all clothing, regardless of size will be priced the same.

RETIREE NETWORK ACTION TEAM (RNAT) TAKES SHAPE

- ▶ We have now chosen our Retiree Network Action Team (RNAT). Working alongside Board members and staff, RNAT members will organize opportunities for ONA retirees to participate in actions and rallies; promote the retiree network to ONA retirees; and host virtual provincial networking opportunities. Here is your new RNAT team:
 - Region 1 – Kelly Latimer RNATRegion1@ona.org
 - Region 2 – Anne Clark RNATRegion2@ona.org
 - Region 3 – Carolyn Edgar RNATRegion3@ona.org
 - Region 4 – Jean Kuehl RNATRegion4@ona.org
 - Region 5 – Sandra Kravets RNATRegion5@ona.org

The next meeting for the Board of Directors will be held September 10-12, 2024.

If you have any questions about this Board meeting, please contact ONA Provincial President Erin Ariss, First Vice-President Angela Preocanin or your regional Vice-President (contact information below). Current and past Board meeting highlights are available on our website [here](#).

Board members for 2024: Erin Ariss, Provincial President, Communications and Government Relations/Student Liaison (#7755); Angela Preocanin, First Vice-President, Political Action/Professional Issues (#7707); Dawn Armstrong, Region 1, Education and Events (#7706); Bernadette Robinson, Region 2, Local Finance (#7756); Karen McKay-Eden, Region 3, Human Rights and Equity (#7704); Grace Pierias, Region 4, Health and Safety (#7709); Alan Warrington, Region 5, Labour Relations (#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.

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