

ONAPCM Highlights

JUNE 11 AND 12, 2024 | HELD IN REGION 2 – KNOWS JUST WHAT TO DO – IN BEAUTIFUL OTTAWA!

Bad bosses targeted in bold president's address to support mobilizing movements

WHEN ONA PROVINCIAL PRESIDENT ERIN ARISS

asked the more than 240 delegates at the June Provincial Coordinators Meeting (PCM) whether anyone has had a bad boss, virtually 100 per cent of the delegates answered with an overwhelming, "YES!"

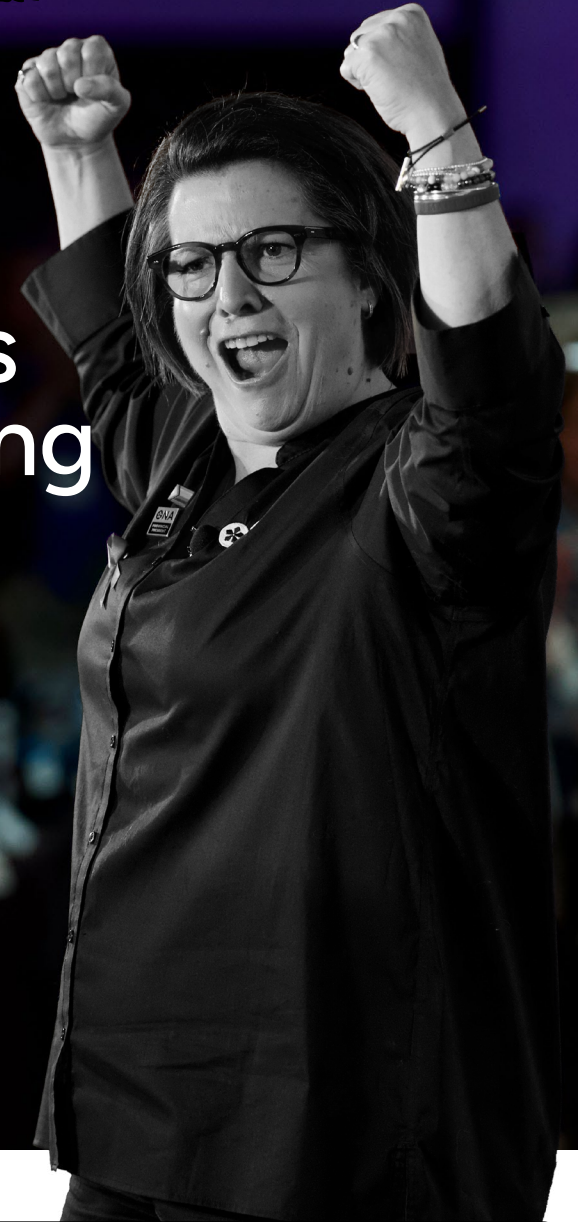
In the nation's capital just steps away from federal parliament, Erin pointedly called out several of the big bad bosses that ONA and our members have been forced to deal with in their work.

"We might laugh at bad bosses sometimes, but their impact on members is no joke," notes Erin. "We can and must build our collective power to challenge all bad bosses."

From Extencicare CEO Dr. Michael Guerriere to Premier Doug Ford and Health Minister Sylvia Jones, these bad bosses must be put on notice and called out for their callous and secretive work to privatize health care and line the pockets of their shareholder buddies.

Yet, we have a clear message for all bad bosses.

"Together, we will not back down. We do not fear our governments, our employers, no matter how powerful or influential," Erin said. "Because we have real power. The kind that comes from mobilizing our power in numbers. And we are ready to fight bad bosses, and we will win!"



Watch Erin's president's address as well as the other videos shown at PCM on YouTube at youtube.com/ontarionurses.

Angela Preocanin FIRST VICE-PRESIDENT

IN HER REPORT, First Vice-President Angela Preocanin highlighted the great work of our Legal Expense Assistance Plan (LEAP) Team.

Our awesome LEAP Team not only represents nurses at the College of Nurses of Ontario (CNO), but LEAP staff represents all ONA health-care professionals in front of their respective colleges as well. Over the past while, our LEAP Team has represented:

- Respiratory therapists.
- Social workers and social service workers.
- Audiologists and speech language pathologists.
- Medical laboratory technologists.
- Radiation therapists.

Each regulatory college is different in the processes it uses for professional inquiries, investigations, and hearings. One is they operate their investigations differently. Health-care professionals' colleges often insist on interviewing the member as part of the investigation. When interviews are proposed, LEAP lawyers take a deep dive on behalf of our members and ask for the questions from the college in advance, review the questions with the member, identify areas of risk, coach them on how to be a good witness, and attend the interviews with the member. These different college processes do take a great deal of time



and resources to ensure that our members and ONA representatives are prepared to be interviewed by their college. I'm pleased to report that overall, we've had very good results.

If you experience any issues related to regulatory colleges, please contact LEAP first at leapintake@ona.org or call 1-800-387-5580 (enter 0) and ask for LEAP Intake.

ONA remembers Shannan Hickey, RN

IN A SOMBRE BEGINNING to our Provincial Coordinators Meeting, ONA Provincial President Erin Ariss and Region 2 Vice-President Bernie Robinson honoured ONA member Shannan Hickey, RN, who was killed last month. Erin provided the remarks she gave at Shannan's funeral. In part, "I am so honoured and touched to have been asked to be here to speak about Shannan Hickey, registered nurse. To bring a message of solidarity to Shannan's friends, family

and our fellow registered nurses. To reflect on the dedication and skills of Shannan, and all that was good about her. The circumstances of Shannan's tragic death are not what's relevant today. What is relevant is the incredible human being that Shannan was. Speaking as a registered nurse, we are all Shannan. The sisterhood, the solidarity of nursing, is like no other. And Shannan represents the best of what being a nurse is all about...."

Regional Vice-President Portfolio Reports Highlights

The following are portfolio snapshots that highlight a small fraction of the work that is happening across Ontario. Visit our website for additional information and details.

MEMBER EDUCATION

Dawn Armstrong
Region 1 Vice-President

We are out of the gate with a new workshop scheduling process, as well as new workshops including *Introduction to Technology for New Bargaining Unit Presidents*, *Microsoft Teams for Local Leaders*, *Representing Members Returning to Work with Mental Health Conditions* and the *Joint Health and Safety Committee Toolkit*. Most workshops continue to be delivered virtually, with a gradual return to some in-person workshops and in-person and hybrid provincial education. I'm pleased to report that our popular fall leadership summit is undergoing substantive changes that include developing new streams that will focus on important core skills such as communications, mentorship and ARAO/DEI. If you are holding Local or Bargaining Unit elections this year, please consider registering for a workshop in July called, *Election*



Process at the Local and Bargaining Unit Level. It will be held on Zoom and will provide an overview of ONA Constitutional requirements, the policy and best practices in elections will be highlighted as well. Visit ona.org/workshops to register.



LOCAL FINANCE
Bernie Robinson
Region 2 Vice-President

Since the beginning of this year, I along with former VP Karen Bertrand have attended 29 budget meetings to help Locals and members with their budget needs, including teaching how to use the budget template, providing clarification on financial issues and policies and more.

Since December, several new Local treasurers have been trained, so there has been plenty of onboarding happening as well. Preparations are underway for a two-day Treasurer Workshop on October 8 and 9. I hope to attend each of the regional October ACCs to review changes and answer any questions, which may close the gap in knowledge and keep everyone informed.

A reminder that Locals should be paying out members' provincial expenses and then ONA will reimburse the Locals. This will save time and resources, and the members will receive their monies in a timelier manner.

Regional Vice-President Portfolio Reports Highlights

HUMAN RIGHTS AND EQUITY

Karen McKay-Eden

Region 3 Vice-President

For the first time in ONA history, ONA commemorated Red Dress Day on May 5, also known as the National Day of Awareness for Missing and Murdered Indigenous Women, Girls and Two-Spirit People. This is a crisis. There are disproportionately high rates of violence, disappearance, and murder among Indigenous women, girls and Two-Spirit people. The crisis has been ongoing for decades and is a result of systemic racism, colonialism, and gender-based violence. ONA will continue to recognize this important day in the years to come. In April, the Anti-Racism and Anti-Oppression (ARAO) Team held a Communities of Support information session for interested peer facilitators to share how they would like to be supported and address any concerns they might have. Three members attended and will participate in the online peer facilitator training. I'm excited to report that



the ARAO Advocacy 101 Digital Toolkit was launched and available on the ARAO website at ona.org/arao. There are a number of outreach events in which ONA is participating including:

- On June 6, ONA sponsored the Wellness Stream of the Halton Equity and Diversity Roundtable.
- Pride events across the province.
- In August, ONA will participate in the Toronto Caribbean Carnival with the Toronto Revelers on and Carnival North in Collingwood.



HEALTH AND SAFETY

Grace Pierias

Region 4 Vice-President

Workplace violence in health care – regardless of the sector – is out of control!

- Lost-time injuries increased by 38 per cent between 2016 and 2022.
- About 31 per cent of all lost-time claims are due to workplace violence.

- In 2021/2022, health-care workers missed more than 194 years of work because of violence.
- In 2020, WSIB paid out \$24.5 million because of workplace violence.

To put these staggering numbers into context, workplace violence remains grossly under-reported because of several factors including the time-consuming reporting process. WSIB benefits are less than sick benefits, blame the worker, lack of supervisor support and the belief that reporting will not lead to positive change. For far too long, the attitude has been that violence is simply part of the job. It is not. This provincial government must take action to support our members who are experiencing violence and harassment. There is one disturbing trend happening – deplorable physician behaviour: physical and psychological harassment and violence. What is the solution? Unfortunately, there is no easy one-stop answer but our first action should always be reporting all violence and harassment incidents to your employer, your Joint Health and Safety Committee and report it to ONA. We need to know. Even if you experience violence that does not lead to any lost time, please report it.

Regional Vice-President Portfolio Reports Highlights



LABOUR RELATIONS

Alan Warrington

Region 5 Vice-President

Over the past year, the number of ransomware attacks have risen in Ontario. Hospitals in Windsor, Chatham

and Sarnia experienced attacks on their computer systems and email after a shared service experienced a cyber attack. To help prevent attacks, ONA encourages everyone to be vigilant with email and be suspicious and cautious of emails that you don't recognize.

Avoid opening or downloading any attachments from unknown sources. It is a best practice to keep copies of any information including pay stubs, pension statements, banking information or any other sensitive personal information. There have been incidents where members noticed differences in their paychecks, and they had to use their documents to confirm with the employer the correct information. If you have questions related to any potential paycheque discrepancies, please reach out to your Bargaining Unit President.

ONA will launch a tailored quarterly contract administration eNewsletter which will highlight key grievance wins and underscore elements of contracts that would be valuable to our leaders and members. Look for this new eNewsletter coming to your inbox this fall.

CEO Report

CEO Andrea Kay highlighted the devoted work of the Communications and Government Relations Team (CGRT).

"CGRT is always available to Erin and me on a moment's notice. They adapt and produce impressive work in a fast paced, ever-changing environment. Their work frequently receives acclaim and industry recognition. They get our members' voices and messages out, ensuring Ontarians hear the brutal truth about our professions, health-care system and government."

Andrea paid a heartfelt tribute to Executive Lead of CGR Lawrence Walter, who is retiring after 37 years of dedicated service to ONA and our members.

Lawrence possesses foresight, and he carried a clear vision. He has brought steadfast health-care advocacy and public policy analysis to the ONA Board, at provincial meetings and through our award-winning advertising and campaigns work. He has met with all levels of government and represented ONA with professionalism, tact and patience. As ONA's government relations officer, he was instrumental in



working with the ONA board, staff and members to develop campaigns to make change. These campaigns include curbing needlestick injuries to implement safety-engineered needles; Bill 168 – or Lori's Law – which incorporates workplace violence prevention in legislation and lobbying changes to the PTSD presumptive Bill to include nurses. About five years ago, Lawrence had the insight to introduce mobilizers within ONA and empower ONA members to lead their own fight. Congratulations, Lawrence!

On Screen: *Stolen Time* spotlights for-profit long-term care system failures



A clear depiction of how Ontario’s for-profit long-term care system impact residents, the documentary *Stolen Time* resonated with many PCM delegates. The powerful film – which was screened at PCM – shines a light on the for-profit failures that impact resident care. Both director Helene Klodawsky and lawyer Melissa Miller – who is featured in the documentary and is taking the for-profits to court on

behalf of her clients – joined our session and provided commentary and answered members’ questions. As one for-profit nursing homes member noted, “Thank you for showing our life and, no matter how much we try to push, the advocacy starts with us and we must all be invested in people and businesses to change what’s going on now. We have to push back on the employers and enterprises.”

After a passionate and emotional discussion, Erin concluded, “Remember this moment and how everyone feels in this room and how angry and determined you are. Who will get out and grab their ONA flag; you need to remember this moment, and when we are called upon to bolster and educate and expose? That is when we come in and show our collective strength!”

Walton urges members to “lean in” to fight the Ford government

Ontario Federation of Labour President Laura Walton implored ONA members to “lean in” to fight the Ford government’s disastrous policies and bills that gut Ontario’s treasured public services. We need to lean into Ford’s health-care privatization plan because when care services are privatized, the money goes out of the pockets of workers and into the pockets of shareholders, she notes. In a rousing and spirited address, Walton touched on the upcoming provincial election, which may happen earlier than the 2026



deadline. “Are we ready? Can we all agree that Ford has to go? It’s time that Ford gets an eviction notice and it’s time that the workers deliver it to him!”

Care, not profit! Hey, hey, ho, ho! Privatization has got to go! ONA members and allies rallied in front of The Ottawa Hospital to protest for-profit surgeries that are being done at the hospital. Privatization has no place in health care!



ONA PCM Highlights

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