

**ONA LOCAL 80
General Membership Meeting (GMM)
Tuesday October 18, 2022
McLaughlin Auditorium EG18a**

1. ROLL CALL

Executives: Paul LoStracco, Serge Ganzburg, Duane Stockley

Regrets: Jane Gaanan, Marva Mcalla, Mercedes Barillas (for Helen Middleton)

Members: Natalie Bartlett, Anna Borsuk, Jennifer Brown, Chia-Hsin Chuang, Wendy Daley-Davis, Jan Flynn, Jean Paolo Gatmaitan, Alisanne Gillespie, Adriana Gonzalez, Shawne Gray, Rhona Green, Joy Hewitt-Williams, Carolyn Jardine, Joselyn Jose, Margaret Julien-Lee, Renee King, Robert Maguire, Shanna McCormick, Jane McLeod, Mikita Patel, Rose Payne-Thomas, Jane Powell, Tiago Real, Cedric Russell, Susan Serrano, Helen Seto, Maureen Thomas, Kathleen Valdez, Nesa Bandali

2. ADOPTION OF THE AGENDA

ADOPTED AS Read: X AS AMENDED:

MOVED BY: Shawne Gray SECONDED BY: Carolyn Jardine

3. APPROVAL OF MINUTES OCT 13, 2021

ADOPTED AS READ: X AS AMENDED:

MOVED BY: Maureen Thomas SECONDED BY: Jane Powell

4. BUSINESS ARISING FROM THE MINUTES

None

5. NEW BUSINESS

5.1) Reports of ONA meetings

ACC (Area Coordinators Conference) Region 3

Local Coordinators submits their enviroskans that include report on main issues in each Local
Local 80 also submits report from all 3 Bargaining Units. These reports are used to draft Board of
Directors plan for action for all 5 regions

Understaffing, retention, and workloads will be at the focus in this report

Reach out to Serge Ganzburg if you have any question to address at ACC panel

[Email: local080@ona.org](mailto:local080@ona.org)

Last Region 3 ACC was held in hybrid mode; virtually and in-person on May 24-25, 2022

Common themes reported by Locals:

- Nursing students working in clinical areas including ICUs
- Introduction of unregulated professionals that work with RNs and others
- Some employers are paying x2 to nurses in ICUs using 14.06 and put them on standby
- Increased patient:nurse ratios and thin staffing, units were closed
- 10 layoff letters handed to RNs during staffing crisis
- ONA professional practice is asked to assist. Many PRC reports
- RPNs are introduced in ERs
- Agencies use increased
- Southlake: MOS that Union has to be involved in meetings. Their execs meet with members to let them know of their rights

Provincial education planning

Plan for virtual and in person education sessions. Education Brochure is available on-line and in our Local office

- Leadership Camp going ahead in 2022. Was cancelled in 2021 due to pandemic
- Skills development Camp. Queen's University guided. After completion participants get leadership education certificate
- In 2022 Novice levels only with 90 spots are available
- Intention is to encourage newer reps and general membership to build their union skillset

Regional VP Di Sanderson update provided

- Temporary Retention Bonus update
- Bill 195. As of April 27th, 2022, Bill 195 emergency has ended. No longer redeploy or reassign and all BU were to update their employers. Back to following CA
- Bill 106. April 30th. Supporting retention in public sector overriding pay equity in some sectors
- IT. New ONA members portal is launched and has ton of information for ONA members
- PRC. ONA looking to IAC members. Highly professional nurses that are not ONA members are required. Application form is available from ONA Central

Next ACC

October 25-26th, 2022 and Local 6, 16 and 43 will be chairing. In-person and via zoom
February 2023 ACC dates: Feb 7-8th, 2023

June 2022 PCM

June 14-16th, 2022 in Windsor and it was first large in person ONA leadership gathering in 2022
Was offered in hybrid mode; in-person and virtually

Discussions and reports form Regional VPs, 1st Vice and Provincial President

Continue to engage with Ontario Government in addressing critical staffing shortages

Call to repeal Bill 124. Court challenge goes ahead in September, 2022

A full document with the Highlights can be found at the ONA Local 80 website .Communication and Events section: <http://locaI80.onalocal.org/events-andcommunication/>

Hard copies are also available upon your request. Please contact loca1080@ona.org
Board Highlights are posted on ONA bulletin boards and Local 80 website

ONA Strategic Plan 2021-2026 is in action

Highlights can be found at ONA Central webpage: <https://www.ona.org/strategic-plan-2021-2026/>

Our Strategic Plan 2021-2026

Welcome	ONA: Your Union		
Acknowledgements	Our Mission:		
ONA Your Union	Defend the rights of and advocate for nurses and health-care professionals who care for the health of Ontarians,		
Our Strategic Plan at a Glance	Our Vision:		
Why the Plan Matters	Defend the rights of and advocate for nurses and health-care professionals who care for the health of Ontarians.		
Our Strategic Plan Explained	Our Values:		
	Strength and unity	Integrity and Professionalism	Diversity, Equity, and Inclusion
	Determined and together, we harness our collective power and achieve our shared goals.	We are committed to doing what is right, advancing the interests of our members, and advocating for patients, residents, and clients.	We embrace our differences and seek to create <i>an</i> organization, a health-care system, and a society where all people are valued, included, and respected.

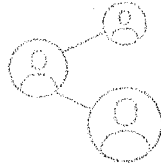
In order to develop a strategic plan that reflected the needs and aspirations of all of ONA, ONA's Board of Directors approved a robust engagement effort over the course of late 2020 and early 2021. 2,500+ frontline members and 550+ Local executives and Bargaining Units representatives shared their advice

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Members Informed

Empowering you with the information you value



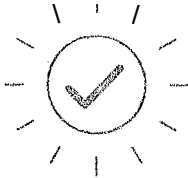
Members Supported

Supporting you to achieve better work conditions



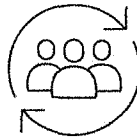
Stronger Bargaining Units

Equipping your Bargaining Unit representatives to support and work with you



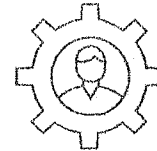
Telling Ontarians the Truth

Sharing what you know about the state of our health-care system



Everyone Included

Creating a more diverse equitable and inclusive union.



Our Work, For You

Excellence for you from ONAs Board and staff

November 2022 PCM

Human Rights and Equity Caucus on October 31st, 2022. Caucus education session is ***"Truth and Reconciliation: History, Healing and Hope"***

Day 1 and 2 PCM business meetings November 1-2nd, 2022

Half Day education November 3rd, 2022. Topic ***"Mental Health"***

Local is sponsoring up to 20 members with \$50 honoraria if attended on their day off. Contact Local to check availability

All ONA members are welcome to attend on their own time and asked to submit their registrations at: <https://www.ona.org/news-posts/november-pcm-2022/>

2021 Biennial Convention

Last Biennial Convention was held November 16-18th, 2021

Human Rights and Equity Caucus held on November 15th, 2021

Half Day Education was November 19th, 2021. Topic: ***"Provincial Election 2022 – Building a Collective Vision in Health Care"***

Next Biennial Convention to be held in **2023. Save the dates and plan to attend!**

- HRE Caucus November 6th, 2023
- Convention November 7-9th, 2023,
- Half day education November 10th, 2023

Venue: Sheraton Centre Toronto Hotel

Local 080 will be sponsoring 10 members to attend 1 day with salary replacement and additional 10 members with \$50 honoraria if attended on their day off.

Any member can attend on their own time and is asked to submit their registration to ONA

5.2) Local Bursaries – Paul’s Report

Policy 3.10.1 Education

2 – e-learning sessions per member per year to a max of 100 sessions total for all members for the calendar year.

\$50 Honorarium per e-learning completed with proof by submitting the certificate to treasurer when completed. Must notify treasurer prior to doing e-learning.

To date for 2022 – Have 22 e-learning modules completed by members.

Encourage our members to do the e-learning – a good way to educate our members.

5.3) Nurses Week – Serge’s Report

Nursing Week

Nursing Week events and information. May 9-15, 2022

Local 80 Gala dinner was very successful. More than 270 members attended

Had special guests. All enjoyed

Each Bargaining Unit held their very special celebrations to mark members achievements as well

More than \$8,000.00 in gifts and door prizes that were donated to Local, given to members!! We are very proud to showcase all our generous supporters

Pictures taken by professional photographer at a Gala are available at our local website in Nursing Week section

We encourage all members to fill out very short questionnaire to provide ideas for future events

Mark your calendars: 2023 Nursing Week May 8-14, 2023. Gala dinner May 10, 2023

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6. OTHER BUSINESS

Central Negotiations – Serge’s Report

Central Negotiations

Central Collective Agreement will expire March 31 st, 2023 and central negotiations are set to commence next year.

Call for Hospital Central Negotiating Team was made and elections are underway from October 3rd, 2022 in all 5 regions. Will conclude on October 27th at 4pm

Region 3 ONA members will elect 1 candidate to represent Full Time members at HCNT:

Serge Ganzburg Local 80

Ingrid Garrick Local 97

Joan McCollum Local 43

Please vote!

Done electronically and via phone. Letters were sent to members' home addresses on October 3, 2022.

1 Part Time representative was acclaimed: **Jane Penciner Local 6**

If anyone is missing their voting information, please contact Serge Ganzburg Local Coordinator to get assistance

Central Have Your Say! is now available to be completed by members
Tell Central Negotiating Team what your priorities are going to next round of bargaining!
Visit for ONA Local 80 website or ONA Central for more information

<http://local80.onalocal.org/events-and-communication/>
<https://www.ona.org/news-posts/2022-have-Your-say-survey/>

In solidarity
Serge Ganzburg

Workload Report - Jane's Report

Workload Report 2022

The pandemic has greatly affected our health workforce. Other healthcare professionals are also affected but more on nurses being the frontline workers, the heart and soul of the health care system. There are lots of challenges working in healthcare aggravated by COVID 19. The challenges experienced by nurses are:

1. Nursing shortages
2. Redeployment
3. Skill mix

4. Working in different roles: CN, PAA
5. Increased workload
6. Introduction of Model of Care
7. Keeping up with hospital policies and regulations
8. Lack of support to include management
9. Lack of equipment, supplies with no alternatives

As we continue moving through the pandemic, we've learned that many challenges can be eased by working together. We need to work together to speak up for our rights, to advocate for patients' safety and a safe and supportive work environment for our team members. Henceforth, I urge everyone to utilize the Professional Responsibility Workload Report Form, every time patients' safety and your license are at risk. Go to ONA website to learn more about the workload process.

The hospital has established/implemented the following measure to offset staffing issues:

1. Hub Model of Care in ICUs
2. Critical Care standby Pool has been established
3. ICU sponsorship program
4. Consistently hiring nurses
5. Mentorship program has been developed
6. ACNRT RNs receiving additional training and skills to support ICU RNs
7. Use of agency nurses as last resort
8. Use of CCPNA tool to allocate nurses to different units, as a template for doubles
9. Gray shift standards as per SB policy (less urgent aspect of patient care not completed, 2x short of nurses) started in April 22 (D5)
10. Retention Strategy

Be proud of what we have accomplished and remain supportive of one another. I know together we will get through this. Take care and stay safe.

Submitted by:
Jane Gaanan
Workload Chair
ONA Local 80

Political Action Report – Jane's Report

Political Action Report

Health care workers and frontline service workers are experiencing burn out and are putting their lives at stake for their livelihood. We need to fight smart, hard and together. To make changes that will positively impact every one, we need to grow our political power, and political consciousness across all members. To mobilize for better working and living conditions we need to show them that organizing their workplace and voting can change their

lives. Go out and vote on October 24. To positively effect a change, we need the union power, political power and community power.

Past Events:

May 1 - Province wide rally at Queen's Park participated in/attended by Unions other than ONA

June 2 - Provincial Election where ONA launched "Nurses Vote" Campaign featuring the following:

1. Election Priorities
 - i. Respecting nurses and health care professionals by repealing Bill 124
 - ii. Ending the nursing crisis
 - iii. The right to provide care in a safe working environment
 - iv. Fairness
 - v. Stop Privatization
2. Activist Kit re-2022 Election
3. Pledge to vote form
4. Shared Party Platform to vote for the right party
5. Truth about Ford
6. Place where to vote

June 12 - Political Action Conference 2022 was held in Toronto

June 18 - Indigenous and Workers of Colour Conference 2022 in Toronto

June 26 - Gay Pride Parade attended by ONA members

September 5 - Labour Day Parade attended by ONA

September 27 - Demanding Climate Action leadership webinar

September 28 - All Member Telephone Town Hall regarding Bill 124 charter challenge at 5:30pm for Region 3.

October 1- Leading for Change Conference on Zoom Up-Coming Events.

October 1 &2—Ontario Health Coalition Assembly with Annual Conference

October 24—Municipal Election Day across Ontario. Go and vote on October 24. Your vote counts. Mobilize your friends, family, members to vote. Let's vote for what workers and our communities need.

October 31—Human Rights and Equity Caucus

November 1 ,2,3—PCM (Provincial Coordinators Meeting)

There's a Political Action WhatsApp group started by Serge. Everyone is welcome. Connect with Serge for more details.

Our Local executives and community representative met with the opposition MPP Jessica Bell to share information on important issues stemming from critical staffing shortages and how it affects communities. Productive meeting and a follow up is expected.

Local aspire to meet with more elected officials and engage in discussions...

Submitted by:
Jane Gaanan
Political Action Rep.

7. **ADJOURNED @ 1600 Hrs**

MOVED BY: Shana Green

SECONDED BY: Mikita Patel