



Local Coordinator Report - Dianne

I can't believe the summer is almost over! I hope everyone had a chance to take advantage of all the hot weather. Thankfully it is supposed to be a hot fall. I want to say how excited I am that we now have Bargaining Unit Presidents for all 5 of the Long Term Care homes in our Local.

Inside this issue:

CBS Report	2
Chelsey Park Report MRT&D Report	3
LHSC CE & RN Report	6
LHSC RN HR&E Report	8
LHSC RN Professional Practice Report	9
LHSC RN OH&S Report	11
LHSC RN RTW Re- port and Middlesex Terrace Report	13
LHSC RN Christmas Scheduling Info	14
Biennial Meeting 2016 Opportunity - Join Us	15
Call for Nominations Chart and Form	16 &

This is an election year for all Bargaining Unit positions and Local positions. If you want to get involved, lead change & hold one of these positions, you must complete a Nomination Form for each position which you will require 2 members with entitlement to sign. These forms must be back into the office by October 18, 2016. The Ticket of Nomination will be posted by October 28 with Election Day being November 8. You will find a list of all available positions included with this newsletter.

It is also an election year for the Vice Presidents of the regions. Our Region 5 VP Karen Bertrand was acclaimed and will remain our representative for another year or 2 depending on what happens with the constitutional amendment that has been discussed at the last 2 PCMs to change the term for this election to 1 year at the Biennial convention vote. This amendment is to change all Central elections to the same year. Currently in 2017 the President and VP would be elected and the year after the VP of the regions but if this constitutional amendment is passed next year both the President/ VP and VPs of the regions will be elected. The following candidates were acclaimed in the other regions: Cathryn Hoy, VP Region 2; Andy Summers, VP Region 3; Laurie Brown, VP Region 4; and an election for Region 1 VP will be held for candidates Pamela Mancuso & Lee-Ann Turner.

The "handing out" of the arbitrated Hospital Sector Collective agreement is finally here, it has been a long time coming for all. Thank you to the Local 100 reps on the committee. All sectors are watching what this agreement to see what the future may hold for them. The Nursing Home sector negotiations are continuing with mediation happening next month and with arbitration possibly in the new year.

HOW TO REACH US?

Coordinator Report cont'd

Thank you to everyone that applied for the Local 100 bursaries, it is great to see all of the interest. The executive will be looking at tightening the language for these bursaries next year at the budget day.

The new furniture has arrived at the Local office. It looks great and will be a welcome change from the large wooden table and large office chairs. The office will better able to adapt to the changing needs of the local.

Construction will be beginning to incorporate the new spaces we have acquired adjacent to the large meeting room and storage room. We will be able to store all of our off site storage into the office with these additions for minimal cost.

This is a biennial year, hopefully if you were interested in attending, you have completed and submitted your name for consideration. We will be discussing constitutional amendments at our next local meeting November 3 @ 7:30 pm as the biennial convention is a voting meeting. Several amendments' were discussed at our last local meeting.

Congratulations to all the successful members that put their names forward to attend the Leadership Conference this year. I can't wait to hear all about it and for your continued involvement in Local 100.

CBS Report - Carol Lobodzski, BUP

Once again summer is coming to a close. It has been a great summer and looking forward to a beautiful fall.

I would like to remind everyone to check the ONA board for information on the workshop entitled "Violence in the Workforce". It is being put on by your Local 100. It is a full day at the Best Western and lunch is provided. Applications are also on the board. I have also reposted the bursaries that were not applied for on the first round. Take advantage of this wonderful opportunity.

Staff may have noticed a change on our scheduled work postings. Instead of NC and NC relief, we are being referred to as DCA/RN, and DCA/RNF (F referring to float). This appears to be a move in a different direction as to our new role. It is also reflected in the last Expression of Interest August 8, 2016 posting where the role was called "Staff Nurse to coach DCA". We currently have no language in our contract within our bargaining unit referencing Nurse Consultant. This is in the hands of a litigator but we will not know the outcome for some time yet as it is a slow process. Our scheduling committee has been working hard to bring forward any scheduling issues that we have. Please continue to notify Marylee or Vickie with any issues you are unable to resolve or ones that may need to be assessed to provide a better working environment. Once again check the ONA board if you would like to read the agenda and outcomes.

We will be posting a new Vacation Calendar in October so we can all work towards trying to get a vacation that works for all of us. That would leave a couple of months to get an idea of what weeks everyone is looking at before we have to submit our vacation requests Jan. 31/17. This time please keep in mind that if you have seniority, first choice is your right but asking for first choice and second choice in each month throws people off as it doesn't leave many weeks for others to choose and they don't know what weeks are really available. If you must put down 2 choices, please remove from calendar the weeks you do not end up taking so we all know what

CBS Report cont'd

weeks are freed up.

Lastly, this is an election year so I will be posting a "Call for Nominations" on September 23, 2016. If anyone is interested in running for or keeping your current position, please fill out the form which will also be on the ONA board and follow the instructions so it goes back to the election committee.

Chelsey Park Report - Dianne Popp, BUP

Wow, summer has gone by so fast. Hope everyone had time to stop and enjoy the very hot weather! With the blank lines, we are keeping a close eye on the number of RN hours worked to ensure we do not go below the mandatory 59 shifts / week as per the collective agreement. My time and Laurie's time is included in this calculation.

We have met once for Local negotiations but did not make any head way as the Employer Labour Relations Representative did not attend as he was double booked. We have rebooked the meeting for October. Our Central contract is heading to arbitration in the new year if mediation next month fails. Once in arbitration, it will be a few months before we hear what has been arbitrated.

Please remember to not meet with management without union representation. You can have myself or Vivien Stadig attend with you. Usually if management is meeting for an investigation, they will call me to advise to ensure I am present. Counselling letters remain on your file as long as you are employed at Chelsey Park. ONA has been trying to get some language for these in our contract but it is a central issue. Verbal warnings & written warnings can be grieved and are removed from your file in 18 months if no repeat incidents.

Please fill out PRC Workload forms if you feel you are expected to work in an unsafe manner. They are on the back computer on all the floors. You can print it and fill it out or fill it out on the computer, print and sign it. They come go to Dianne Popp for distribution. You can take them home and complete them as well. These are important for change to happen and for your protection if the CNO get involved.

LHSC MRT&D - Janice Bell, BUP

It was so fortunate that our Arbitration was settled by June of this year, with back pay paid out soon thereafter, as several of our members have been forced to re-invest said funds into "purchasing" time off over the summer months, since management has resorted to providing time off almost exclusively on an unpaid LOA basis. Now that I have your attention . . . to remedy this practice, yet another working group has been struck. Hopefully, at least this one will yield positive results for the members. Courtney, Vikki, and Angela, representing three different levels of seniority in the Radiation Therapy department, have been solicited by Kim Crawford (with their consent), to meet with herself, Nissa, and Cath, in order to recommend solutions to the process of approving time off requests throughout the calendar year. They were apparently chosen based on input in staff meetings, as well as other times that they may have expressed interest in creating a more fair and equitable process for approving ad hoc days off. Our reps are in the process of requesting that a part-timer be added to the team, so

MRT&D Report cont'd

that their perspective as well, will be heard. This is your opportunity to have a say by way of bringing forth your suggestions for possible solutions to your representatives. Hopefully, the success of this committee will shorten the ever growing laundry list of LMM Agenda items! As I have reminded members in the past, please do not use the LHSC Group Wise email system to conduct Union business, as the Employer has the ability to read your emails. We should not be giving them the opportunity to know our strategy at any time. I will convey our representatives personal emails to the membership in our b/u group email.

As the aforementioned committee will presumably be dealing only with time off requests outside of the annual picking time frame, there is still a perceived ongoing issue surrounding the method by which annually accrued vacation is selected. Regardless of what changes are, or are not made by the Union, it is the Union's perspective that the collective agreement is a partnership between the Union and the Employer, the Employer should shoulder some responsibility and even meet us halfway, by allowing more staff off at a time. At any rate, we will endeavour to convince them of that. We still intend to organize a survey regarding satisfaction regarding the present method of choosing vacation, asap.

We say good-bye to Abigail Owsley, who after enjoying her year off in New Zealand with her family having been a participant in the "pre-paid four over five program," resigned her permanent Radiation Therapist position. We congratulate Kelsey Brunskill who was the successful candidate for the vacant permanent position. As a result of the ongoing shuffle of contract positions, we congratulate all those who were successful recipients of new contract positions.

In addition, the next round of "Negotiations" are just around the corner, in the new year. I use parenthesis around the term negotiations, as we have come to realize that LHSC does not negotiate, but we continue to go through the motions, hoping to get a good Arbitrator and in a timely manner, as we all know that is where we will end up! So that's my segue into the sending in of your requests for issues that you would like to see addressed at the next "negotiations." We'll see if the survey monkey method goes well for the vacation questions, then hopefully be able to use it for your wish list input.

Our most recent Labour Management Meeting (LMM), was held July 5, 2016, where time permitted only a fraction of our Agenda items to be addressed. Some time after that, the following meeting that was scheduled for August 15, was re-scheduled for August 24. Before the meeting for the 24th could take place, it was cancelled along with the pre-scheduled LMM for September 19. The next LMM is now scheduled for October 6, 2016. One of the Agenda items at the July 5 LMM was in fact to increase the frequency of the meetings to try and get a handle on the ever growing list of issues. It is very frustrating for the Union, to see an escalating list of Agenda items, as well as Step 2 Grievances waiting to be heard, with future meeting dates forever moving on in the calendar year. To that end, Kim Crawford suggested that if we can't meet officially at LMM's in a timely manner, then perhaps the Labour Management Committee and Management itself (sans HR and Phil), could meet (as in the old days, prior to HR's involvement), to see if we could "hash out" a solution for at least some of the problems identified by either side. However, given the various participants' vacation schedules in September, that probably won't happen in this instance before the October 6th LMM . . . a suggestion to help in the future, though.

The only Agenda item from the last LMM that was addressed **with resolution**, concerned the "Rumour Board." It has been discontinued, as it is the Union's position that it is an ineffective communication tool, since anonymous comments are difficult to follow-up on both in details and resolution. Direct communication through docu-

MRT&D Report cont'd

mentation or Grievance is a more effective means of handling issues.

As a reminder, members who are off work, on sick leave benefits or WSIB, where applicable, should be contacting our Occupational Health and Safety representative Caterina Traini, as there is Union support available to assist in these processes, including implementation of terms for return to work ie. graduated return to work and/or restrictions ordered by your doctor, with which the Employer must comply. If a member is applying for WSIB, there are timelines with which to comply and if the member is denied WSIB, there is an ONA WSIB specialist, whose job it is to intervene on the member's behalf to support the member's defense for coverage. But we can't help, if you haven't come forward to let us know what's happening with you.

Once again, it is a Local election year, with terms for each position of two years. The positions that are up for election will be listed on a "Call for Nominations" positions list attached to this edition of the Local 100 newsletter. You will notice that we have discontinued officially the Grievance position, as the LRO writes up the language for the Grievance and the BUP signs as the rep. It wasn't a much used position and no other bargaining unit in the Local has a Grievance position anymore. Labour Management continues to have only two elected positions, in addition to the BUP: one being from Dosimetry, even though we have succeeded in negotiating a slight increase in the number of people allowed from the Union side to attend the LMM. The reason for this, is that it is frequently useful to have what I call a "swing position," which allows an extra member or two to attend, to then speak to specific issues as "expert witnesses." That practice has worked well for us, since its inception. At any rate, anyone who has attended a LMM will be able to attest to the fact that the Management/Employer side always outnumbers us, regardless of how many of us attend! I say that, because both sides are supposed to be balanced in numbers of attendees.

It would be an understatement to say that there has been a marked increase in the workload for this bargaining unit over the past 2-3 years, due to changes in management practices. Engaging members to become interested in assisting with creating solutions, is an enormous help to the BUP. When we hear ONA say that, "You get out of the Union what you put into it," it rings true. It is important for all our b/u members to consider at this time, in what capacity they are willing to step forward to do what they can, to help to solve Union issues. Actively participating in the Union can be a very rewarding experience, going a long way to benefiting the radiation therapy department for years to come. If making a commitment to actually put your name forward to run for a position is too daunting for you, then consider volunteering to help the winning/acclaimed candidates solve the plethora of issues plaguing our department. If being the BUP of this b/u was ever a one person job, it no longer is. The BUP can use all the assistance that the membership can offer. Each of you have a personal specialty that sets you apart from the crowd. If you have a special interest, then we want to hear from you.

To paraphrase, JFK from one of his famous quotes, this one from his inaugural address on January 20th, 1961, but still in keeping with his message, *"Ask not (always) what your Union can do for you . . . ask (sometimes) what can you do to assist the Union to help you."*

LHSC (CE & RN) - James Murray, BUP

The Local Issues Arbitration Award and the Central Issues Award have finally been released. Information meetings have been scheduled for the LHSC RN Bargaining Unit on Sept 21, 22 and 23. Please be sure to attend one of the sessions to learn about the significant improvements to the local and central contracts.

This has been anything but a slow summer for the Leadership of the LHSC RN and Clinical Educator Bargaining Units. Whether supporting members at meetings with Management, or organizing and attending various events, we've been extremely busy meeting the needs of our members and Bargaining Units. Local 100 has also launched our new Local Website and Facebook page. Current event's, educational opportunities, contracts, etc. can be easily found on the website and Facebook. The Web page is still a work in progress so please check it out and provide us with your feedback.

On July 3 our largest contingent of volunteers to date participated in the ONA Central Float at Toronto Pride. On July 22, approximately 40 Local 100 members, family and friends, along with ONA staff and our ONA Regional VP Karen Bertrand, participated in London Pride walking the parade route waving and responding to the cheers of the crowd. It truly is an amazing experience to feel the emotion of the crowd and to hear them shout how much they love and respect Nurses. We handed out candy and *Nurses Know* buttons, along with thousands of ONA post-cards containing messages about RN cuts. Water guns and music were also an integral part our float! Local 100 volunteers also manned a booth in Victoria Park, allowing us to share our message one to one with thousands more community members. Thank you to the many volunteers who made both the parade and booth a success; and Karen Bertrand, our Regional VP for her unwavering support of Local 100.

A special meeting of the Bargaining Unit was called on July 11, to seek approval from the membership to proceed with a local media campaign. Shocked by the sudden termination of Vanessa Burkoski over what appeared to be her position on maintaining RN staffing, the erosion of RN positions, our concern with the employers misguided and fiscally irresponsible Emergency Department System Transformation project, and the RPN skill mix implementation happening in ED and Mental Health, the LHSC RN Bargaining Unit Leadership Team received approval to proceed with a campaign to inform and engage the public. We engaged Bell Media and Lamar Advertising to assist us. The Bell media campaign is currently airing on CTV2 London and the Lamar campaign will begin early in October. You can see the Bell Media campaign on the ONA Local 100 Facebook page. **We can be silent no longer, we must speak out!**

On July 29th, ONA members, Bargaining Unit Leadership, Karen Bertrand, Peggy Sattler MPP, concerned members of the public and physicians, joined forces on the corner of Wellington and Commissioners for a Public Information Picket. Hundreds of brochures were distributed to passing motorists stopped at the traffic lights and pedestrians passing by. Once again the public support was overwhelmingly positive.

Our battle with the employer to ensure your access to vacation continues. First they deny us access to vacation quotas after the planner comes down, and tell us that vacation quota was never interchangeable between FT and PT once the planner came down. Now they are saying that the posting of approved vacation planners was never a practice at LHSC. Fortunately our members and even a few Leaders responded to our request for assistance and provided us with mountains of approved planners, emails and unit vacation guidelines, proving just the opposite. We are still waiting for the decision of Arbitrator Silverman on the quota and interchangeability, and we are proceeding to Arbitration on the employer's failure to abide by the language of the Collective Agreement and post the approved vacation planner.

So far this year we have filed over 130 grievances on behalf of our members. This is over a 100% increase from the same period last year. This is your taxpayer dollars being wasted by an Employer who refuses to engage in meaningful dialogue with the Union.

LHSC (CE & RN) Report cont'd

There are some very definite themes in the grievances we've been filing, mainly vacation denials, benefit denials, and improper layoffs. The benefit denial seems to center on claims for support stockings. It appears that Manulife and the employer have decided to scrutinize these claims, resulting in Manulife's denial of the claim. Members are being asked for copies of medical records, proof of payment, to complete questionnaires and sign completely inappropriate consent forms. Nurses are being misled with letters from Manulife that appear to preapprove their claim, only to discover upon submission of their receipts, Manulife denies their claim. This is a blatant attack on our benefits and we have filed grievances for each member who comes forward. If you have been denied payment for your compression stockings please get in touch with us so we can advise you on the next steps you should take. **Do not sign** the consent that Manulife may send you without first amending the consent as illustrated (see the attached modified consent).

We've had two recent arbitration victories concerning consecutive weekend premium and shift deviations of a FT Nurses posted schedule. The Union filed grievances on behalf of Full Time Nurses when shifts were deviated to their scheduled day off after the schedule was posted. At the Arbitration hearing the Union argued this was a violation of the Collective Agreement, and if the employer is to deviate a FT Nurses shift, a financial penalty must be paid, and the Nurse is entitled to premium payment of time and a half. The employer argued that the scheduled day off was whatever they decided, whenever they chose to change it and no penalty is owed unless the shift was changed with less than 48 hrs. notice. The Arbitrator accepted the Unions argument and awarded on behalf of the Union and grievors.

WHAT DOES THIS MEAN FOR YOU?

As a Full Time Nurse, once your schedule is posted, the employer must pay you time and a half if they deviate your scheduled shift to a day that was a scheduled day off. It is our hope that this decision will dissuade the employer from altering schedules once posted. Local 100 thanks the Grievors for coming forward, Barb Conlon, ONA Labour Relations Officer, for her ongoing support, and to Claudia Vicencio, ONA Litigator, for her great representation.

The second victory concerns consecutive weekend premium. The case put forward concerned a nurse who worked 2 consecutive weekends as a result of a mutual exchange of shifts, and was then asked by the hospital to work a 3rd weekend. The employer denied the Nurses claim for third consecutive weekend premium because the Nurse initiated the time trades that resulted in working 3 weekends in a row. We argued that the trades had already been approved and scheduled by the employer, and when they offered a shift that resulted in the Nurse working 3 consecutive weekends, they triggered the consecutive weekend premium, and the Arbitrator agreed. Further details of this award will be shared at the new contract information sessions on Sept 21, 22, and 23. ONA Local 100 thanks ONA Litigator Rob Dobruki for his efforts to present our case successfully and ONA Labour Relations Officer Barb Conlon for her support and guidance.

It appears as if the employer is reacting in a retaliatory manor to the consecutive weekend decision. We've had numerous calls from nurses whose shift trades are being denied because they would be working 3 or 4 (if 2d2n) consecutive weekends. The Arbitration award had nothing to do with Nurses making trades which result in them working 3,4,5,6,7,or 8 or unlimited consecutive weekends. Article E-2(a),(c) and F-6(h) clearly allows Nurses to make these trades. The only time the consecutive weekend premium applies is when the employer triggers it by offering an additional weekend that causes the Nurse to work 3 or 4 (if 2d2n) consecutive weekends.

LHSC (CE & RN) Report cont'd

It's not an unknown practice for employers to blame the Union for their actions, in an effort to create anti union sentiment. To divide is to conquer! I strongly urge all Nurses who may be impacted by HR's response to their consecutive weeks loss call the Union Office and we will file a grievance on their behalf.

A third and very significant Arbitration victory occurred just a few weeks ago. This arbitration concerned the Employers attempts to discipline me over 2 Facebook posts I made which criticized them over their dismal attempt to acknowledge Nurses during Nurses Week and that I identified Angela Hodgkins, LHSC Director of Labour Relations and her position that the posting of approved vacation planners was never a practice at LHSC. The Award required the employer to withdraw the discipline and affirmed the Union right to communicate information to our members. This is the second time the employer has tried to interfere with Union communications and failed.

DID YOU KNOW?

Article 14.13 When a nurse is required to travel to the hospital or to return home as a result of reporting to or off work between the hours of 2400 - 0600, or at any time while on standby, the hospital will pay transportation costs either by taxi or by the nurse's own vehicle at the rate of twenty-two cents (\$0.22) per kilometer or hospital policy whichever is greater or such greater amount as the Hospital may in its discretion determine for each trip between the aforementioned hours. The nurse will provide to the Hospital satisfactory proof of payment for such taxi fare.

LHSC Staff/Affiliate owned vehicle reimbursement is currently - \$0.40 cents per kilometer.

Do you work with RPN's Is you unit replacing scheduled RN shifts with RPN's? Despite what you may have been told by your Unit Leaders, those RN hours is out Bargaining Unit work and we need to protect them. If you find this is happening on your unit please let us know.

LHSC RN HR&E/Attendance Report - Jasen Richards and Margaret VanPuymbroeck, VP's

Good news! There has been language brought out through arbitration of the new collective agreement regarding what can be included within the attendance management program. As a reminder, real-time documentation for sick occurrences, surgeries etc. will still need to be completed in order to work through the program. As nurses we are all aware if we don't document care with our patients its considered it didn't happen. This same philosophy is true for Nurses, if the employer doesn't have documentation it considered not to have happened. Feel free to contact any of the HR&E Attendance reps for assistance to navigate the AMP program. When suffering with a chronic illness our employer need not know the reason for your illness but follow up with Occupational Health is crucial to documentation. All member are entitles to union representation at all steps of the AMP as well as any Occupational Health Appointments. If you find yourself receiving an AMP step 1 or 2 letters please contact the ONA office at 519-667-0937. The employer is looking at employees with either Culpable or Non Cul-

LHSC HR&E/ Attendance Report cont'd

pable absenteeism. Culpable Absenteeism: If an employee has been absent without medical or other justification. The employer can treat the conduct as culpable and impose discipline and the just cause standard is applied. Innocent Absenteeism: An absence that is due to factors beyond the employee's control such as illness or injury, or a disability as defined in the Ontario Human Rights Code. Under these circumstances the employee is not blameworthy therefore disciplinary action is inappropriate. To identify if an illness is culpable or non-culpable as well as any chronic illness, documentation is crucial. We encourage our member to seek medical documentation for all illness, injury or disability. We encourage our member to contact the local 100 office to ensure you receive information to help negotiate the AMP. Obtaining documentation from primary care providers and contacting occupational health is crucial to provide documentation to support member's sick time.

It's been a very busy spring and summer, we have been working hard. This year Local 100 has supported the Pride Toronto Parade, including record attendance from Local 100. We had an opportunity to participate in the London Pride Parade and Festival, which helped both support LGBT & Ally members and promote RNs within the community. We also have additional events in the works to continue raising awareness of Human Rights in relation to and RNs and the community. There also has been work done in assisting LHSC ensure human rights code is been applied to new/old policies.

LHSC RN Professional Practice - James Gibbons & Colleen Roefs, VP's

UH - James Gibbons

Over the last three months ONA has seen a lot of activity from our inpatient areas as it relates to workload issues (see chart below) despite the lower than normal census within the hospital. Examples of the issues seem to mostly be accountability issues.

Work short:

- Triage nurse unable to manage triage/offload/B pod/PAN because of short staffing
- Multiple CTAS 1 in the waiting room, CN covering multiple area's
- Resus nurse assigned 3 patient that require 1:1 care
- Multiple CTAS 2 patient left in waiting room
- CTAS 1 left alone
- Unable to keep up with the demands on the unit (high acuity, multiple admissions, multiple OR's)
- Nurses being pulled to other units leaving them short
- ICP unable to meet their responsibilities because workload issues

Equipment issues:

- Fluro not working, brought in equipment RN's not trained to use
- no bed alarms
- missing needed supplies
- supplies being eliminated from charts

Lack of Support Staff:

- Lack of PSW coverage because of observational coverage
- RN having to cover PSW's for their breaks on nights on some units

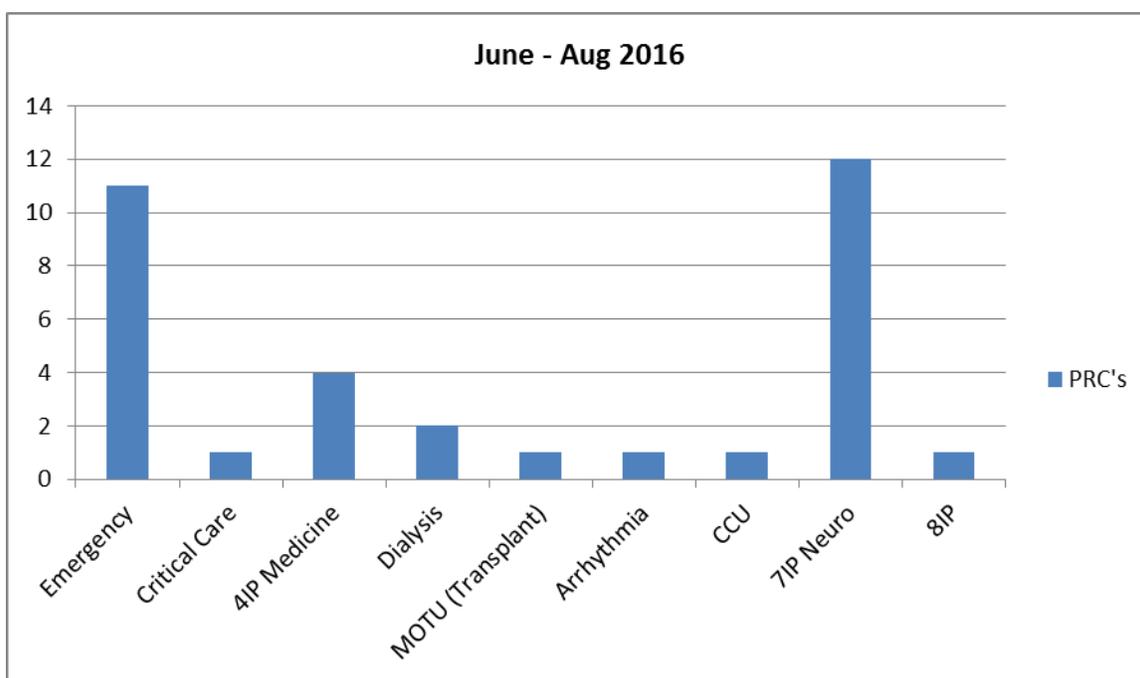
LHSC Professional Practice cont'd

Because of the issues above, ONA has scheduled multiple meetings to have these issues addressed. We have met with the ED leadership group back in July, and have a follow up meeting scheduled for Sept 26th. We have a meeting scheduled with 7IP on Sept 21st. We did meet with the leadership group from 4IP on Sept 7th, requesting additional support staff on nights. Unfortunately most of the issues were not resolved at the unit level.

Lunch n Learns: in the last couple of months I was able to visit all the inpatient units at UH. For any of the non-inpatient unit, wondering what would work best for your group? I can make arrangements to come in anytime. [My cell: 226-919-8827](tel:226-919-8827) [Email: james71lesley76@gmail.com](mailto:james71lesley76@gmail.com)

Reminders When Completing the Form:

- Notify a Supervisor or Delegate (ICP/CN/AHC/Manager etc...) right away
- Document the date and time and name of the person you spoke to
- Complete the form and submit
- ONLY use personal emails and phone number (*so ONA can communicate with you*)



VH - Colleen Roefs

Welcome autumn. A time for new starts and building on what we have learned from previously.

I have to remark at the number of workload forms I am receiving from some previous areas and from some new areas that have not submitted previously is certainly growing, great on one hand, nurses are recognizing the need to meet practice standards and bad on the other because It confirms what we already know, that workloads are growing.

We have been seeing a lot of forms from PCCU, adult ER, PACU, D7, CCTC, and ALU to mention just a few. The forms are so important to your practice and for bringing about change in your area to ensure you can meet

LHSC Professional Practice cont'd

your care standards as set out by the CNO. At the very least, the form documents reporting to your leadership in the moment to try to rectify your issue so you can meet your standards and provide documentation in case you need to appear at the CNO.

As an aside, did you know most complaints to the college are by patients or families and those most common complaints are

1. Failure to intervene
2. Failure to reassess
3. Medication complaints
4. Failure to document/document adequately
5. Failure to communicate with patients, families and colleagues.

At the very most the forms and process can bring about positive change through collaboration on solutions and aid you in meeting your standards and thus providing excellent, safe patient care.

It is important to reiterate that you must call your first level of leadership when you cannot meet your standards and do it as soon as you can - do it yourself or delegate to a member of the clerical staff or a colleague and be clear on what it is you need---supplies, more staff, rearrangement of assignment, delay of an admission/transfer by a short period of time.

It is also worth mentioning that your leader must follow up with you within 10 days of the form submission and discuss the issue and your solutions. At anytime you may ask for union representation to be part of a discussion, just call Ellie to arrange.

Please attend a session about our arbitrated settlements.

LHSC RN Occupational Health & Safety - Ricki Dolsen & Alan Warrington, VP's

We have had changes to our occupational health and safety representatives over the last several months with some new additions and departures. We would like to take this opportunity to thank Jill Ross for her tireless efforts to worker safety and for her years of dedication. Jill was for many years the V. P. of Occupational Health and Safety (VH) as well as the worker co chair for the LHSC Joint Health and Safety Committee (JHSC) and Local Coordinator for Local 100. Jill, enjoy the additional time now available to you for your Oncology patients and new grandmother status!

I, Ricki Leigh Dolsen (Adam Linton Dialysis Unit, VH), have taken over the role as V.P of Occupational Health and Safety (VH). While the role of VP is new for me, I have been a certified JHSC Worker Member for many years. We would like to welcome our newest members Jasen Richards, Rebecca Smith, Natalie Beaulieu, Marga-

LHSC RN Occupational Health & Safety cont'd

ret Belliveau, and Donna Pratt.

Our occupational health and safety representatives will continue to work diligently on the many safety concerns that arise. Recently, the province removed the travel screening requirements for West African Ebola. Hospitals are now being asked to maintain infection control resources/teams that can be accessed, if and when the next global healthcare crisis arises.

The online Nursing Professional Practice Manual Standards of Nursing Care (SONCs) will be updated to reflect safety hazard awareness. Please familiarize, and think about, yourselves with possible workplace hazards that may exist when performing direct patient care. These risks could include: Routine Practices, Musculoskeletal Disorders (MSDs) & Ergonomic Hazards, Safe Patient Handling, Sharps, Exposure to chemical, biological or hazardous/cytotoxic materials, Workplace Violence Prevention and “Managing Abusive Behaviours: Patients, Family and Visitors”.

All clinical areas should have the Level 2 isolation gowns with the strings to tie around your neck, not the sticky tabs. If this is not the case in your unit, please speak with your area leadership. Also, waterproof gowns (white with a purple neck and strings) should be available for your use in your units. These gowns should be accessed and worn in situations that involve a large amount of bodily fluids that could pose an additional level of hazard risk (ie. Haemorrhage, GI Bleeds, Complex Wound Care Dressings with large amounts of drainage).

A recent inventory of anaesthetic gas use at LHSC has been conducted. Thank you to members for emailing us information about their use in your work areas. For those areas that see and utilize anaesthetic gases in your work areas, no matter how frequently or infrequently, please familiarize yourselves with any hazards they pose and the measures and procedures to control them. This information should be readily available to you from area leadership.

As we head into the fall (influenza season) we will monitor whatever provisions are put forth by the employer as it relates to masking during periods of influenza in the community. Please forward any concerns you may have to the local.

Currently, our main focus is on violence in the workplace particularly in the emergency departments, medicine units, and mental health units. We are seeing an increase in contraband getting into the units and physical violence to our workers. Two very recent disturbing events in the VH ED, one where a weapon was pulled on staff and another serious physical assault of a nurse. These two events lead to a Ministry of Labour (MOL) visit.

We know these incidents of violence, and many other workplace hazards, go under reported. Therefore, we are asking that you report all incidents of workplace violence. The time taken to fill out an AEMs report better equips us to fight for better control measures. AEMs helps provide the evidence we need to back up our argument that more needs to be done for worker safety. This comes on the heels of the Brockville Mental Health Centre report (https://www.ona.org/news_details/BMHC_20160531.html) where ONA successfully appealed the MOL orders around the safety of its workers at a Forensic mental health unit. Nurses being repeatedly assaulted to the point of being repeatedly stabbed in the head with a pen in one incident. The hospital being in violation of the OHSA and the lack of MOL orders, ONA with the help of staff statements were able to get the controls and measures put in place to protect their workers.

LHSC RN Professional Practice cont'd

We need to remember as workers that violence is not part of the job; it is a risk in our jobs, and it is the employer's duty to take every reasonable precaution necessary for the protection of its workers. Please escalate your concerns, fill out your AEMs, e-mail concerns to your leaders, your JHSC, contact your union. Workers can also make anonymous calls to the Ministry of Labour 1-877-202-0008; take action. We have a right to a workplace free of violence.

Please consider joining your ONA Occupational Health and Safety team members as we present:

“Taking Action Against Violence”

Wednesday, October 5th,
2016 (0900-1500hrs)

Best Western Lamplighter
Inn (591 Wellington Rd)

LHSC RN RTW - Jill Bishop & Kathy Payne, VP's

We hope that you had an enjoyable, healthy and accident free summer!

Should you have upcoming pre planned surgery, medical issues or questions please call the ONA office and we will be in touch to assist you.

During time off for a serious medical issue, if you had pre-approved vacation, you could be entitled to have your vacation returned to your vacation bank and have the days coded as sick. Please see the Central Collective Agreement 16.05

There is a process that needs to be followed for this to occur. Contact us and we will assist you with this process.

Middlesex Terrace Report - Breanne Trelford, BUP

With the recent changes in the day shift routine comes new challenges at times. While some days all of our work can be completed easily, other days it may be more difficult. If you feel at any time, any shift, you are not able to meet the CNO standards due to workload, being short staffed, etc. you must complete a Professional Responsibility Workload Report Form (PRWRF). I have put a link to the website on the main computer.

Just a reminder if management wants to speak to you ask to have a union rep present and they will arrange a time with me.

Also coming up November 3rd at 7:30pm at the Lamplighter Inn is a local meeting. Feel free to come out and see what it's all about. See you there!

LHSC RN Christmas Time Info

Christmas Time must be posted no later than October 14, 2015 if the waiver period starts December 9, 2016. It should be sent to the ONA office (via email to: jsmurray.ona@gmail.com or local100@skynet.ca or via fax: 519-667-2072. (PLEASE SEND IT TO OUR OFFICE AS SOON AS YOU HAVE IT COMPLETED AND NOT WAIT UNTIL THE POSTING DATE. THIS GIVES US SOME TIME TO REVIEW IT AND THEN GET BACK TO THE UNIT, ESPECIALLY IF THERE ARE PROBLEMS AND THE TIME NEEDS TO BE CHANGED. THE CHANGES CAN BE DONE BEFORE THE TIME IS POSTED.) Waiver period is only for 4 week period of time.

“The Hospital shall grant employees, except employees whose regular days of work are Monday to Friday, at least 5 (five) consecutive days off in conjunction with either Christmas Day or New Year's Day. Such time off shall be granted on an alternating basis from year to year within each work unit, unless mutually agreed otherwise between the Hospital and an individual employee. However, employees working in the Operating Room and the Post Anaesthetic Care Unit, who are scheduled off during the weekends before and after the holiday period, and are scheduled off on Christmas and Boxing Day or New Year's Day, are exempted from the entitlement to five (5) consecutive days off.

The time off for Christmas shall include December 24th, 25th, and 26th and shall begin no later than following the completion of the night shift on December 23rd (0700 December 24) and the time off for New Year's shall include December 31st and January 1st and shall begin no later than following the completion of the night shift on December 30th (0700 December 31). For clarity, shifts in which there is a majority of hours occurring after 1500 hours will not be regarded as day shifts.

The foregoing is applicable only to units operating on a 24/7 basis.”

5 days off at Christmas: December 22-26, December 23-27, December 24(as of 0700) to 28

5 days off at New Year's: December 28-January 1, December 29-January 2, December 30-January 3
December 31 (as of 0700) to January 4

Please be aware of the weekends being worked going into and coming out of the Christmas waive period as they count towards the premium pay for consecutive weekends worked. During the waived period - FT nurses (includes DDNN) can work 3 weekends in a row before premium applies, RPT's can only work 2 weekends in a row before premium applies.

The Christmas Time language only deals with the number of days off you are required to have. It is based on individual unit needs and coverage needs based on getting everyone their 5 days off. If you have any questions regarding the appropriateness of your schedule, please call us. Do not rely on us to pick this up, we do a quick review of the time when it comes in, we are only checking for the number of days off. If you have a concern with anything else in the Christmas time, please call us and we will be happy to help.

DDNN rotations need to adhere to the 5 days off as well. Be aware that your rotation can change over the waiver period.

No waivers allowed. Christmas time must be posted as per collective agreement language. Staff has the right to request changes/time trades after the schedule has been posted.

Opportunity to attend the Biennial Meeting in Toronto! Meals, Accommodation, Salary and Transportation will be covered as per Local Policy

APPLICATION TO ATTEND BIENNIAL CONVENTION

Name: _____

Telephone: _____

Email: _____

Bargaining Unit:

- | | | | | | |
|-------------|--------------------------|--------------|--------------------------|---------|--------------------------|
| CBS | <input type="checkbox"/> | Chelsey Park | <input type="checkbox"/> | Elmwood | <input type="checkbox"/> |
| Extendicare | <input type="checkbox"/> | LHSC Allied | <input type="checkbox"/> | LHSC RN | <input type="checkbox"/> |
| Middlesex | <input type="checkbox"/> | Meadowpark | <input type="checkbox"/> | | |

Please provide a brief statement telling us why you are interested in attending the Biennial:

Current work unit:

Are you active in the Bargaining Unit/Local? Explain:

I wish to attend: Tuesday Wednesday Thursday

Approved by: _____ (BU BUP)

Please forward completed application form via fax 519-667-2072 or email to: local100@skynet.ca
No later than OCTOBER 7, 2016.

CALL FOR NOMINATIONS

Local 100 Executive and Bargaining Unit Executives - 2017 and 2018 Calendar Years

Local (Anyone from any of the Bargaining Units may run for these positions)	
Local Coordinator	One position
Secretary/Treasurer	One position
Canadian Blood Services (must work at this bargaining unit to run for these positions)	
Bargaining Unit President	One position
FT Rep	One position
PT Rep	Two positions (one from London & Windsor)
OH&S Rep	Two positions (one from London & Windsor)
OH&S Rep - Alternate	One position
Chelsey Park NH (must work at this bargaining unit to run for these positions)	
Bargaining Unit President	One position
Elmwood NH (must work at this bargaining unit to run for these positions)	
Bargaining Unit President	One position
Extendicare (must work at this bargaining unit to run for these positions)	
Bargaining Unit President	One position
LHSC - MRT&D (must work at this bargaining unit to run for these positions)	
Bargaining Unit President	One position
Negotiation Team	Two positions
Professional Practice Lead	One position
Labour/Management	Two positions (One must be from Dosimetry)
OH&S Rep	One position
OH&S Rep (Alternate)	One position
Safe Return to Work/Work Accommodation Rep	One position
LHSC RN - Both Sites (must work at this bargaining unit (either site) to run for these positions)	
Bargaining Unit President	One position (Voted on by LHSC RN and CE members)
FT Negotiation Team	Three positions
PT Negotiation Team	Three positions
HAC Committee	Five FT and two PT positions (number of in each category dependent on Executive elections)
OHS Representatives	6 positions
OHS Alternate Representatives	8 positions
LHSC - CE - Both Sites (must work at this bargaining unit (either site) to run for these positions)	
Educator Vice-President	One position
Negotiation Team	Two positions
Ward Representative	Two positions
OH&S Rep	One position
OH&S - alternate	One position
LHSC - UH (must work at this site to run for these positions)	
Site Representative	One position (also sits on the Negotiation Team and HAC Committee)
VP, OH&S	One position
VP, HR&E/Attend Management	One position
VP, STD/LTD/WSIB/Accommodation	One position
VP, Professional Practice	One position (also sits on HAC Committee)
	<u>Ward Representatives</u>
CCU(5IP, Cath Lab and Pacer Lab) - 2	Emergency - 2
ICU - 4	Dialysis, IV, IV Infusion & IVR - 1
NRU - 1	8IP - 1
4IP - 2	MOTS - 1
6IP - 1	7IP, Epilepsy and Neuro - 2
9 IP, Ortho - 2	OR - 2
PAC - 1	PACU, SPU - 1
Clinics - 1	SAMU/Palliative - 1

CALL FOR NOMINATIONS

Local 100 Executive and Bargaining Unit Executives - 2017 and 2018

VH (Must work at this site to run for these positions)

Site Representative	One position (also sits on the Negotiation Team and HAC Committee)
VP - OH&S	One position
VP - HR&E/Attendance Management	One position
VP - STD/LTD/RTW/Accommodation	One position
VP - Professional Practice	One position (also sits on HAC Committee)

Ward Representatives

WAC - 1	Adult Mental Health (B7) - 1
B6-100 Paeds - 1	B6-200 Paeds - 1
Birthing Centre - 1	BFMC - 1
VFMC - 1	CCL - 1
CEPS - 1	CAMH B8 - 1
PMDU - 1	CCTC - 1
PCCU - 1	NICU - 1
Adult Mental Health Day Treatment - 1	IVF - 1
Adult Emergency - 1	Paediatric Emergency - 1
Endo/DM - 1	GYN Inpt D4 - 1
IV Consultation Service - 1	C7 Oncology - 1
Dialysis (Westmount) - 1	Interventional Radiology - 1
ODC/Chemo - 1	LRCP Clinic Services - 1
MNBC - 1	Medicine A - 1
Medicine B - 1	Medicine C - 1
Medicine D - 1	
OPD Medicine - 1	OPD Surgical - 1
NICU - 1	NRT - 1
OH - 1	PCCU - 1
PACU - 1	Dialysis and Plasmapheresis VH - 2
Medicine D - 1	Day Surgery - 1
Pre-Admit - 1	CCU D5 - 1
B9 100 General Surgery	B9 200 Ortho/Trauma
C 5 Surgical Care - 3 (each wing)	C5 400 Vascular - 1
D5 100 - Cardiology/Vascular - 1	OR - 1

Meadowpark NH (must work at this bargaining unit to run for these positions)

Bargaining Unit President	One position
---------------------------	--------------

Middlesex Terrace NH (must work at this bargaining unit to run for these positions)

Bargaining Unit President	One position
---------------------------	--------------

Nomination / Election Dates

- **Call for Nominations posted September 23, 2016**
- **Nominations must be submitted by October 18, 2016**
- **Ticket of Nominations posted October 28, 2016**
- **Election Day - November 8, 2016 - times/locations will be announced**



NOMINATION FORM - 2017/2018 ELECTION
LOCAL AND BARGAINING UNIT POSITIONS

Name: _____

Address: _____

Telephone: (h) _____ (w) _____

Email: _____

Bargaining Unit: _____

(CBS, Chelsey Park, Elmwood, Extendicare, London Health Sciences Centre (Educator, MRT&D, RN), Meadowpark and Middlesex Terrace)

ONA Member ID Number: _____

(Found on your ONA Membership Card)

Position you are running for: _____

(e.g. Local Coordinator, Bargaining Unit President, OH Rep, Negotiation Rep, etc.)

Your signature: _____

*****Nominated by: (you must be nominated by two (2) bona fide ONA members)*****

Name: please print

Name: please print

Signature

Signature

ONA Member ID Number

ONA Member ID Number

Please return this form to either your Bargaining Unit President or to the Local 100 office at: 301-746 Baseline Road E., London, ON, N6C 5Z2 or via fax at: 519-667-2072 or email to: local100@skynet.ca **FORMS MUST BE RECEIVED NO LATER than NOON 12:00 p.m. on October 18/2016.** It is always a good idea to confirm receipt of the form - you can call us @ 519-667-0937.