

Representing ONA Members at: CBS, Chelsey Park NH, Elmwood NH, Extendicare NH, LHSC MRT&D, LHSC CE & RN, Middlesex Terrace NH & Meadowpark NH

Local Coordinator Report - James

Provincial Election

Election Day in Ontario is fast approaching. The economy is doing well, unemployment is at an all time low, and reinvestment in health care has become a priority. As Ontarians head to the polls we now have an important choice to make. As a non-partisan organization, ONA is asking our members to carefully consider the health care platforms of all the major parties and make an informed decision in support of reinvesting in our public health care system.

ONA Provincial President has penned an open letter to Doug Ford, Leader of the Ontario Progressive Conservative Party. His spending and tax cuts just don't add up! In her letter, Vicki asks Doug Ford to release a full-costed platform on health care and to show how the PC Party would fund its health care commitments if elected to govern. The complete letter can be found on either my Facebook page or Local 100.

ONA and the RNAO have collaborated on a campaign urging the political parties to commit to making RN staffing a health-care priority by including a promise to immediately post and fill over 10,000 RN vacancies. Ontario's RNs cannot continue under the current workforce strain and serve our patients to the best of our abilities when we are constantly understaffed. The two organizations are also urging that all new hires in acute care and cancer care hospitals be RNs.

This election is crucial for RN's. Please make every effort cast your vote for healthcare.

Did you know that the Ontario Elections Act provides for time off for voting? The Elections Act states:

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HOW TO REACH US?

Coordinator Report cont'd

Employees to have three consecutive hours for voting

(3) Every employee who is qualified to vote shall, while the polls are open on polling day at an election, have three consecutive hours for the purpose of voting and, if the hours of his or her employment do not allow for three consecutive hours, the employee may request that his or her employer allow such additional time for voting as may be necessary to provide those three consecutive hours and the employer shall grant the request. R.S.O. 1990, c. E.6, s. 6 (3).

Deduction from pay prohibited

(4) No employer shall make any deduction from the pay of any employee or impose upon or exact from the employee any penalty by reason of his or her absence from work during the consecutive hours that the employer is required to allow under subsection (3). R.S.O. 1990, c. E.6, s. 6 (4).

Time off best suiting convenience of employer

(5) Any time off for voting as provided in subsection (3) shall be granted at the time of day that best suits the convenience of the employer. R.S.O. 1990, c. E.6, s. 6 (5).

Local 100 said goodbye to some very dear friends and leaders within our organization this past month and welcomes a new Bargaining Unit President for Canadian Blood Services.

Margaret Belliveau has chosen to retire after a lengthy career as an Obstetrical Care Education Professional, and a Union advocate. Throughout her career, Margaret has positively influenced the professional nursing practice of hundreds of Registered Nurses. As a union leader, she was instrumental in organizing the LHSC Clinical Educators, negotiating their first and second Collective Agreements, and being a staunch advocate of health and safety.

Please join us in saying goodbye to Margaret at a Retirement Tea in her honour on June 25th from 1300-1500hrs at the Local Union Office.

Carol Lobodinzski, Bargaining Unit President for the Canadian Blood Services has also left our Local 100 family and accepted a voluntary layoff to retire. Carol has worked tirelessly on behalf of her members through some very difficult transitions imposed on Canadian Blood Service RN's with the introduction of unregulated care providers. We wish Carol well in her retirement.

We also say goodbye to **Lynsey McIntyre** as Bargaining Unit President of Extendicare. Lynsey has advocated for her members for several years and has accepted a new position in administration. We wish Lynsey continued success in her new position.

Local 100 extends a warm welcome to **Marylee Lee**. Marylee has accepted the position of interim Bargaining Unit President for Canadian Blood Services. Marylee has been mentored by Carol for several months and has hit the ground running as BUP. Thank you Marylee for taking on this important role.

Coordinator Report cont'd

Nurses Week

Another Nurses Week has come and gone and I hope all of you had the opportunity to partake in the activities arranged for you by your Bargaining Unit Leadership.

New Media Campaign

ONA's newest comprehensive advertising/public awareness campaign, **RN Proud**, has launched across Ontario.

The essence of this campaign is of the awareness that underscores the skills, experience, education and compassion Registered Nurses demonstrate every day in their work. This campaign is not an attack on any other registered health-care provider. This is about the need to replenish the RN care in our system.

Our key ask within the campaign is to call on the provincial government to hire 10,000 Registered Nurses over the next four years. A poll, located prominently on our microsite, aims to capture support for this ask.

Our ads featuring the tag line, "RN Proud" will be visible across Ontario in a variety of media, including:

- **Transit Shelters** – features ONA members and highlights the role RNs play in health care. The RN Proud tagline is featured prominently. (They are attached)
- **Print ads** – ads in *Hospital News*.
- **A social media campaign** and supporting media relations.

A revitalized <http://nursesknow.ona.org> **microsite** that houses the campaign posters and social media ads as well as the poll.

ONA is launching **radio ads** across the province that again underscores the value that Registered Nurses play in Ontario's health-care system.



CBS Report - Marylee Lee, BUP

As many of you already know, our hours of work diminished greatly recently and as a result voluntary layoffs have been accepted by four of our Nurses which sadly meant a sad goodbye to them at the end of March. Among these nurses was Carol Lobodinzski our BUP at CBS. We already miss our colleagues very much and want to thank Carol for the many years of service as our BUP and the wonderful job she did, always working diligently for us.

Carol was very busy in her last few months at CBS and amongst her many duties was to negotiate our new contract and get it ratified before she left. This was accomplished successfully, and we are now looking into a joint collective agreement with the rest of the CBS's in the province.

As your new interim BUP I am grateful to Carol for her advice and many years experience in helping me to transition into my new role. At the end of March Carol and I attended the Joint Sector meeting in Toronto, where I learned many new things including our responsibility to our Standards of Practice set out by the College of Nurses of Ontario. There has been some concern with our Documentation and Professional Standards and I will keep you updated as more information comes to light.

On May 8th the Government of Ontario passed legislation that now deems CBS an "Essential Service". For the unions at CBS including the ONA, this means negotiations or resolving concerns will be made through the binding arbitration process. We will no longer have the right to strike.

As we still see our hours of work diminish, we are expecting more voluntary layoffs at the end of June. I am sure that I speak for all of us as we all wish them well on their retirements. Thank you to Glenyce Gillam for organizing the first retirement party in April, we had loads of fun and it was great to see so many past and present colleagues from CBS. We look forward to another get together in the fall for the next set of layoffs. And I will continue to monitor our hours of work.

On a happier note, Nurse's Week was a great success! Every day of Nurse's week, we enjoyed nutritious snacks and surprises, like a Nurse's stress survival kit, stethoscopes made from Twizzlers, fruit salad, bagels, Kit Kat breaks, and veggies and dips for all to enjoy. It is difficult to get us altogether to celebrate in London so it was my hope that we had something for everyone. In Windsor the plan was to celebrate with a luncheon, and I know it was a great success too. Congratulations on belonging to such an admiral and honourable profession!

Chelsey Park Report - Dianne Popp, BUP

I hope everyone had a great nursing week and enjoyed your gift card and pen.

The summer schedule is out now- if you didn't get what you asked for please let me know- I know staffing is very tight but we may be able to get it changed.

The next ONA/management is scheduled for next month, if you have any issues you would like

Chelsey Park Report cont'd

discussed/answered please let me myself or Vivien Stadig know prior to the meeting. It is best to put it in writing and submit it to us- if we have questions we will reach out to you.

Feel you are overworked, don't have the supplies you need or have to search the building for these, please complete a workload form. Remember when you complete these forms you must notify management at the time.

Parking is an issue but please follow the rules and park off site unless you have special permission from the administrator. Anyone not following the set out rules could be disciplined. I'm hoping for a quick resolution .

Please remember if you are meeting with management to take a union representative with you- either myself or Vivien Stadig. You have the right to know what the meeting is about and if they won't say please let me know as it is part of our collective agreement that you should know the reason.

With the PSW/RPN schedule changing to 6-2/2-10/10-6 the RN schedule is not at this point- there will be a 3 month trial to keep the RN schedule as is. If you are having issues, please bring them forward.

This is a Local election year [Nov. 7] - if you would like to run for a position in the Local or BU stay posted- check the bulletin board for upcoming information.

LHSC MRT&D - Janice Bell, BUP

The Union has nothing new to report regarding labour management, as there has been no LMM's since the one on March 8, 2018, the results of which the membership was already apprised, via bargaining unit meeting minutes from March 8, 2018. The next LMM is scheduled for Thursday, June 21, 2018. If you have suggestions for potential agenda items, please forward them to myself or one of the b/u executive members by Monday, June 11, 2018.

A reminder to check online with LHSC's current (previously revised) Attendance Management Program (AMP) to re-familiarize yourself with the terms of the program, including the number of incidents and hours of sick absence allowed, before the AMP is triggered. Remember that both the number of incidents AND the number of hours must be exceeded, in order to trigger advancement through the program, both of which were reduced, when LHSC revised the program. It appears that this was done to compensate for the introduction of allowing the consideration of certain medical conditions as "exclusions." You cannot proactively setup an exclusion **before** you have to call in sick for the first time associated with an exclusion, but rather after. A reminder if you have experienced an injury, requiring work restrictions, regardless of whether it happened at work or not, please inform the Union asap. We don't need to know the details of your condition, just your restrictions as determined by your physician, as we want to ensure that you are being adequately accommodated. As per Article 4.03 in our collective agreement, "The Hospital and Union recognize their duty to accommodate disabled employees in accord-

LHSC MRT&D cont'd

ance with the provisions of the Ontario Human Rights Code," up to undue hardship. Incidentally the bar has been set quite high by the Ontario Human Rights Commission as to what constitutes "undue hardship." The Supreme Court of Canada has said that, one must be wary of putting too low a value on accommodating the disabled. It is all too easy to cite increased cost as a reason for refusing to accord the disabled equal treatment. [\[249\]](#) The cost standard is therefore a high one.

"Costs will amount to undue hardship if they are:

- quantifiable
- shown to be related to the accommodation, and
- so substantial that they would alter the essential nature of the enterprise, or so significant that they would substantially affect its viability"

In addition, the Union needs to know if Management sends you home, after you have provided them with your restrictions, citing that they have nowhere for you to work that day as a result of your restrictions, thereby causing you to have to use your sick bank, or go without pay if you're part-time or casual. Remember that it does not matter whether your injury happened at work or outside of work, when it comes to the Employer's duty to accommodate!

LHSC CE Report - James Murray, BUP

A Clinical Educator Bargaining Unit meeting was held to share the details of their new Collective Agreement. Details of the Agreement and the minutes of the meeting are available on the Local 100 website.

The ONA Clinical Educator Bargaining Unit welcomes Barb Watson as our new Representative on the Joint Health and Safety Committee. We are still looking to recruit a Clinical Educator to join the Negotiating team for the next round of Bargaining. Please contact the Union office if you are interested in joining the team.

LHSC RN Report - James Murray, BUP

Local Bargaining

Your Local Negotiation Committee held several days of bargaining and have now signed a Memorandum of Agreement. A ratification meeting has been scheduled for Monday, June 25, 2018 at the following times/locations:

0700 to 0830 hours – Auditorium C, UH

1100 to 1200 hours – B2-116, VH

1530 to 1700 hours – Local 100 Office, 301-746 Baseline Road

1900 to 2030 hours – Doubletree by Hilton, 300 King Street (Free Parking, bring your ticket in and it will be validated when you leave)

LHSC RN Report cont'd

As per ONA policy, ratification meetings must take place on the same day and details of the proposed amendments cannot be shared in advance. Please plan to attend one of these sessions where we will share the details of the negotiations. This is your only opportunity to vote on the proposed amendments to the Local Contract.

Central Bargaining

The Hospital Central Negotiations completed in February, and the Nominees continue to duke it out in executive sessions, with the hope that an award will be issued sometime in June. Let us hope that we have it by June 25th!

Pregnancy and Parental Leave Supplemental Unemployment Benefit

With the recent changes to Parental Leave, Nurses who elect to take the extended Mat leave see a corresponding reduction in their EI payments from approximately 54% to 33%. Our Collective Agreement provides Nurses who are in receipt of Employment Insurance Benefits with a supplemental top up to 84% of their wages. We've been informed by members that LHSC is not topping up Nurses to 84% if they have taken the extended Parental Leave. If this happens to you please contact the Union office for assistance.

Vacation Balances

Once again we're hearing from members that they are being spoken to about vacation balances. Here are some simple rules governing vacation.

- The employer cannot pay out vacation.
- The employer cannot schedule vacation that you do not approve of.
- It is completely reasonable to have a year's worth of vacation banked.
- Vacation cannot be cancelled without your consent.
- There is no limit on the amount of vacation you can accrue and carry forward.

If you are experiencing pressure from your leader due to your vacation balance, please contact the Union for assistance.

Vacation Pay

The employer has advised the Union that when nurses take vacation they will pay the vacation time at the rate it was earned and not at the current rate when it is taken. For example; I have vacation in my bank from last year, when I was at Step 6 on the wage grid, I'm now on Step 7 and I take vacation, the hospital will want to pay you at Step 6. If you find this is happening please contact the Union Office. It is our position that your vacation is paid at the wage rate in effect when you take it.

LHSC RN Report cont'd

Student Supervision

I know that many reasons are provided to explain why you are not paid Student Supervision Premium. Everything from it's your duty as an RN, the clinical instructor is on the unit, or it only applies to forth year. It is the Union's position that Nurses should be receiving Student Supervision Premium, regardless of any reason above, when they supervise a student in any year of their program. Please contact the Union if you are not receiving the premium as you should. Don't allow the Hospital to erode your Collective Agreement rights!

HOODIP

As a result of another successful grievance filed on behalf of a member, the Hayes Arbitration Award issued on April 18, 2018, imposed significant changes to the 1990 HOODIP, otherwise known as the Hospitals of Ontario Disability Income Plan, or STD (Short Term Disability), which applies to all Full Time RNs hired after January 2006. Under the previous rules, any FT Nurse on modified duties or hours, would continue to deplete their 15 weeks of sick time while at work. For example, I suffer a compound fracture of my ankle and require 8 weeks off work post-surgery. I then return to work to for 4 weeks on modified duties and hours, working ½ time, then I increase my hours to full time for 4 weeks, but I still require modified duties. I then suffer complications from surgery, and require an additional surgical intervention, and another 4 weeks off. Under the previous rules I would have used 14 weeks of sick time prior to needing the additional 4 weeks off for the second surgical procedure. With the new changes, the employer cannot count hours worked on modified duties as sick time, and can only consider the hours not worked as sick time. The easiest way to view it is that you have 562.5 hours of sick time, which can only be reduced by absence from work due to accident or illness. With the new changes, I would have full sick time for the remaining four weeks to recover from the second surgical procedure. A significant win for our members!

London Health Sciences Centre - Registered Nurses' Vacation Entitlement Chart

| Entitlement | 3 week | 4 week | 5 week | 6 week | 7 week |
|-----------------------------------|--------------|---------------|----------------|----------------|----------------|
| | 112.5 hours | 150 hours | 187.5 hours | 225 hours | 262.5 hours |
| | After 1 year | After 3 years | After 11 years | After 20 years | After 25 years |
| Date/Hours | 2017/1500 | 2015/4500 | 2007/16500 | 1998/30000 | 1993/37500 |
| FT vacation hours accrual per pay | 4.33 | 5.77 | 7.21 | 8.65 | 10.09 |

Please contact the Union if you have any questions related to these changes.

LHSC RN HR&E/Attendance Report - Jasen Richards & Joanne Wilkinson, VP's



London Pride is fast approaching and once again Local 100 will show our PRIDE by participating in the parade and having a booth in Victoria Park for the PRIDE Festival weekend of July 27-29. Consider showing your ONA PRIDE and join us for the parade on July 29 or drop by our booth or volunteer. Friends and family are welcome to join in the festivities! Please RSVP to [lo-cal100@skynet.ca](mailto:local100@skynet.ca) so we have snacks and beverages for all. **BYO water gun**; the water, music, fun and an ONA PRIDE T-shirt will be provided! If you plan on attending, please come by the office to try on a sample shirt or email/call with your size. These are men's shirts, so ladies size down one size. (DEADLINE to order shirt is: JUNE 22/2018)

| | | | |
|--------------------|----------------------|-------------------|----------------------|
| xs - 90 to 110 lbs | Sm -110 to 130 lbs | M - 130-160 lbs | L - 160 to 190 lbs |
| xl - 190 - 210 lbs | 2xl - 210 to 240 lbs | 3xl - 240-270 lbs | 4xl - 270 to 300 lbs |

LHSC has implemented the new thresholds for the Attendance Management program and there has been a significant influx of members entering the program. If you received an email indicating you're now on Step 1 or 2 of the program, please ensure you contact the Local office, connect with Joanne Wilkinson UH site (vp.hreuh.ona@gmail.com) or Jasen Richards VH (jasenrichards.ona@gmail.com). It is Union's position that the new thresholds are arbitrary and unreasonable and we have filed a grievance.

| Period Of Review | Full Time Thresholds | Part Time Thresholds |
|-------------------------|----------------------------------|----------------------------------|
| 12 Consecutive Months | >3 Incidents AND 68 hours | >3 Incidents AND 46 hours |
| 6 Consecutive Months | <2 Incidents AND 46 hours | >2 Incidents AND 28 hours |
| 3 Consecutive Months | >2 Incidents AND 23 hours | >2 Incidents AND 14 hours |

With the updated Employment Standards Act of January 1, 2018 personal emergency days now include 2x paid days. Please ensure if you take them, than you have been paid for such. If not, please connect with the ONA office or Joanne Wilkinson or Jasen Richards. Since Part-time staff do not have sick leave benefits, Personal Emergency Leave Days can be used for sick days.

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

LHSC recently, May 1st, rolled out an updated Flagging Policy entitled: **Flagging and Management of Patient, Family and Visitor Risk for Violent Behaviour**. All staff that work in High Risk for Violence Areas and Outpatient Mental Health should have received in class training, by end of May. If you haven't, please ensure that you contact your leadership. All other staff should have been familiarized with the new process via an iLearn. If members have questions, please direct them to the ONA Office.

Local 100 will be providing "How Violence Impacts You at Work" workshops in early June, thank you to all who registered. For those who were not able to join us, please consider attending the fall sessions: October 3rd or 4th. We'd like to thank Lindsay McEllister, Margaret VanPuymbroeck, Margaret Belliveau and Joanne Wilkinson for their assistance with this education.

Finally, we would like thank Margaret Belliveau for her tireless efforts to Occupational Health & Safety. We wish you all the best on your retirement!

LHSC RN Professional Practice - James Gibbons & Lorri Skellett VP's

Nursing Workloads

With the reduction of front line nursing staff, patients are being placed in less than desirable conditions. Patient safety is at risk resulting in more negative patient outcomes such as increased hospital acquired infections longer patient care days, more medication errors, and increase mortality rates. Patients deserve better! As a registered nurse we can advocate for our patients when workload interferes with patient care. We have professional standards that we are require to meet.

They are:

- Accountability
- Knowledge
- Knowledge Application
- Ethics
- Continuing competence
- Leadership
- Relationships (Therapeutic nurse-client relationship, professional relationships)

These professional standards can be found on the College of Nurses web site:

<http://www.cno.org/en/learn-about-standards-guidelines/educational-tools/learning-modules/professional-standards/>

LHSC RN Professional Practice - cont'd

Completing a Professional Responsibility Workload Report form is one of the best ways to meet your professional practice standards. It allows you to document and report concerns and make recommendations to improve the quality of patient care. When your workload or working conditions compromise your ability to meet the College of Nurses of Ontario Standards and/or your ability to provide safe, ethical and quality care is compromised, please complete the form. (ona.org)

LHSC RN RTW - Jasen Richards & Katie Warrington, VP's

Hello, from the Return to Work and Accommodations VP team!

There has recently been some confusion when working with Occupational Health in regard to Return to Work Plans. We wanted to provide some helpful tips when working with Occ Health in developing a Return to Work Plan:

- When meeting with your health care practitioner PRIOR to beginning the Return To Work Process, it's suggested you discuss with them about what/how your Return to Work Plan should look like. Identify what the graduated hours are and what the length of program should look like, along with any other physical restrictions such as push/pull, lifting restrictions etc. It's up to **your health care provider** to develop the plan. Occupational health is to help coordinate the appropriate safe work with your health care providers suggestions.
- Please ensure you cross out and initial the second last sentence of (Part A) of the consent portion on the ASF/CSF forms. This ensures all health information goes through the you, rather than giving consent to Occupational Health (the employer) to discuss your health with your HCP without your input.
- Whenever you have a work place (WSIB) injury, please ensure you connect with the Local Office/Kate Warrington UH (vp.rtwuh.ona@gmail.com) or Jasen Richards VH (jasenrichards.ona@gmail.com). WSIB claim reporting is "time sensitive" and we consistently see members not being provided with the necessary information from the employer, such as the requirement to self-report the injury to WSIB by completion of the Form 6.
- If you have a previous WSIB injury and you have either aggravated or had complications please complete an AEMS as soon as possible and seek out medical attention in the moment and notify your health care practitioner the injury is work related. This will ensure the required documentation is completed in a timely manner and can impact whether your WSIB claims approval.

Please connect with the ONA office or either Katie Warrington or Jasen Richards at any time with questions or concerns with the Accommodations/Return to Work or WSIB Process.

Middlesex Terrace Report - Breanne Trelford, BUP

Hey everyone! A reminder I am back as the bargaining union representative. So as always if management wants to speak with you ask to have union representative there. I will be contacted and a meeting time will be set up for me to sit in on the meeting. Never meet with management alone.

Summer is coming up and along with that vacation time. Being past the deadline vacation requests are now first come first serve. Many of us have probably been approached to pick up extra shifts here and there to allow others to take their requested vacations. Let's work together so we can all have a good summer!