



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

www.onalocal100.on.ca

Check out Local 100's web page for upcoming events, education, contracts, and contact information.

Local Coordinator Report - James Murray

Bill 124 is legislation that interferes with free collective bargaining by placing a cap on public-sector salaries at one per cent per year for three years when contracts are open, despite the fact that nurses and health-care professionals have long seen below-inflation wage increases. The Charter of Rights and Freedoms protects the rights of employees to act collectively through their union to exert meaningful influence over their working conditions through a process of collective bargaining. This legislation interferes substantially with that right.

Gravely concerned about the impact of **Bill 124** on the quality of health care and safety, the Ontario Nurses' Association (ONA) is filing a Charter challenge of the Progressive Conservative government's **Bill 124, An Act to implement moderation measures in respect of compensation in Ontario's public sector.**

Local 100 is on the move. On February 1 Local 100 will take possession of our new office space at 750 Baseline Rd East, Suite 105. Between February 1 and March 31 we will move into the new space. The work of the Union will continue as normal during that period. Contact emails and phone numbers remain unchanged.

At the Biennial Convention, there was much discussion about the new Board Committees that have been established to further improve and enhance the Unions work on behalf of members.

The Board has established three Standing Board Committees:

- Finance and Risk
- Governance and Nominations
- Quality of Service to Members

The creation of these committees serves two very important purposes. First, they will assist the Board in fulfilling its fiduciary duties and accountabilities while including direct membership input and; second, they will create a venue for membership involvement, leadership development and succession planning.

I encourage you to review the details and consider applying to one. The deadline to apply is January 6, 2020.

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HOW TO REACH US?

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Web: www.onalocal100.on.ca, Facebook: ONA Local 100, email: local100@skynet.ca

Coordinator Report cont'd



Several constitutional amendments were also approved at the Biennial, including an amendment to increase the length of terms to three years for all elected offices commencing with the 2021-23 term.

ONA stands in solidarity with teachers and school support professionals. Please show your support and attend their rallies, and join them on the picket lines - they always appreciate the support and encouragement. You can also send an email to your local MPP, and tell them about the government's education proposals. If you walk a picket line with teachers, please send your photos to webmaster@ona.org.

Nominate a nurse for a Nursing Now Ontario Award. ONA is pleased to partner with the Registered Nurses' Association of Ontario (RNAO) and the Registered Practical Nurses Association of Ontario (WeRPN) to honour the work of nurses. The Nursing Now Ontario Awards will recognize a Registered Nurse (RN), a Registered Practical Nurse (RPN) and a Nurse Practitioner (NP) for their contributions to nursing practice and the health and well-being of Ontarians. For more information and/or to nominate a nurse, go to <https://myrnao.ca/nursing-now-ontario-award>

Secure Parcel Pickup, a new service for ONA members. Don't risk the loss of your parcels or a missed delivery. Have your package of less than 9kg delivered to Local 100. Simply advise us by email that a parcel is en route, we'll let you know when it arrives, and make a small \$1 charitable donation when you pick up your package. Local 100 assumes no liability for any lost or damaged items.

CBS Report - Marylee Lee, BUP

It's been a busy year at Canadian Blood Services. I have had the privilege to attend the CFNU conference in Fredericton and the ONA Biennial Conference in Toronto just this past week. The theme to the CFNU conference was all about Leadership and taking political action. To that end, in Fredericton we attended to public rallies - "Care not cuts" and "No Tolerance for Violence in our work places". And for our Federal Election we were supporting a Federal Pharmacare Program and pushing this platform to all the Leaders of the Federal Parties.

At the ONA Biennial Conference, I learned much about the "Work of our Union". Your Union has heard your concerns and supports us in the work place whole heartedly.

As you know we have just ratified our Collective Agreement as of October 24th 2019. We were disappointed that CBS were dragging their heels when it came to our Centralized Agreement, as both the Union and the Employer wanted a Centralized Agreement. However we did manage to agree on the monetary side of bargaining and the Union very wisely advised the Centralized Bargaining team to ratify solely on this one item. If we did not, it was very likely that the Doug Ford Conservatives would have held us to only a 1% increase with his Bill 124. This new Centralized Contract has an expiry date of March 31, 2020, so it is our intention to send the Employer Notice to Bargain in the early new year. And your Centralized Bargaining Team is ready and up to the challenge. This year we have also seen hours diminish for our Windsor nurses and I continue to monitor and press our Employer for action in this issue.

We have also had issues with staffing levels with the Employer not calling to replace sick calls. Please keep track of this with proper documentation and I will speak with the Employer about this issue directly and if warranted bring about grievances.

I have also been involved in a bereavement grievance that was settled in the last moments before going to an arbitration trial. This shows me two things; the employer will eventually bend to the language of our collective agreement, but we have to stand up for ourselves and follow the grievance process right to the end. The other thing this shows us is that the employer is attempting to whittle away at our benefits or other issues within our



CBS Report cont'd



(Continued from page 2)

Collective Agreement. We have to remain in Solidarity so that the employer can't come along to say that it has been "past practice". **Please read** the contents of your contract well. If you have any doubts to whether or not the Employer is following our Collective Agreement, please let me know. If I don't have an immediate answer for you I will certainly get the opinion of our Union.

I hope you all have a Merry Christmas, Happy Holidays and a Very Happy New Year!

Chelsey Park Report - Dianne Popp, BUP

I hope everyone has a wonderful holiday season!

I keep hearing rumblings that members are working as the only RN for 247 residents and not filling out the professional responsibly workload form which by the way it has been changed to make completing it easier with more tick boxes. Remember that LTC members are being reported to the CNO more since the Long Term Care inquiry. You need to protect yourself and the CNO will ask about workload forms if they were to come calling. I'm hoping with all the new registered staff hired the workload will decrease.

What an exciting biennial convention this year. This was the first time to use a biennial app rather than paper binder. 1200 members were in attendance. I did have a chance to meet up with our LRO Brigitte. Our contracts should be coming soon as local issues were settled months ago after our last local ratification.

Our next labour management meeting is in January. Please bring any issues to my attention before January 10.

Any incidence of violence must be reported to me as well so that I can keep our LRO up to date on violence in our workplace.

LHSC MRT&D - Janice Bell, BUP

At the point of writing this newsletter, Scott and I had just returned from the Biennial Convention, an ONA provincial conference spanning the week of November 25-29, inclusive. This year marked the first year where the Biennial was live streamed on Facebook. Attendance records were set with approximately 500 members attending the Human Rights and Equity Caucus on Monday. Attendance of the actual business portion of the Biennial from Tuesday to Thursday, has been steadily increasing over the years, with this year's attendance reaching a record 1,200 attendees! In addition, it has become a challenge to find a venue in Toronto, which can accommodate such numbers of people in one meeting room, all while conforming with the fire code!

The week kicked off as usual, with the Human Rights and Equity Caucus on Monday, with a variety of interesting speakers and activities. Of particular interest, was a work activity involving a deck of flashcards, developed by the Canadian Federation of Nurses Unions (CFNU), as a discussion and reference tool. These flashcards appear to be divided up into the four designated groups protected under the Employment Equity Act: women, indigenous persons, persons with disabilities, and members of visible minorities, as well as the LGBTQ2S designations, with "2S" referring to two-spirit. The flashcards define and clarify appropriate terminology to be used in association with these groups. We brought some decks back with us, for those of you who would be willing to test your knowledge and learn about the correct terminology to be used in this day and age, as it does have a bearing on communication with our patients and colleagues.



LHSC MRT&D cont'd

ONA's Provincial President, Vicki McKenna, who comes from LHSC, gave an inspirational Presidential Address to kick off the Biennial on Tuesday morning. The attendees were treated to another motivating address from the President of the Canadian Federation of Nurses Unions (CFNU), Linda Silas. Linda hails from New Brunswick and has been President of the CFNU for the past 16 years. She is full of vim and vigor and never disappoints in giving an invigorating address to her audience, on what work still needs to be done by the union. Motivational speaker, Linda Edgecombe delivered a humorous approach in her talk on a subject close to all of our hearts, entitled, "Holy Crap I'm Busy: Energy and Resilience in Crazy Times."



The week included guest speakers from the Provincial Government such as interim Liberal Party Leader John Fraser, NDP Leader Andrea Horvath and Deputy Premier and Minister of Health, Christine Elliott.

On Friday, as always, there was a half-day education session, this time it was entitled, "Lessons Learned from the Federal Election." They talked about how to become powerful advocates in the union, leveraging our message with politicians, in order to effect change.

Back to more local issues, our next Labour Management Meeting (LMM) unfortunately had to be postponed to February 05, 2020, so you have lots of time to give Ang, Scott or myself any agenda items you would like added. Keep in mind that we need agenda items at least a week prior to the date of the meeting.

If you see unfilled spots or "holes" in the schedule as soon as it is posted, please upload it or take a screen shot, so that we have a record that is time stamped, and then take another, once it is filled. Part-timers - document when you are notified to come in to work, relative to the day you worked.

With respect to ONA's workload measurement forms, please re-familiarize yourself with Article 9.01, Professional Responsibility, which outlines the steps in the process when considering completing these forms. Back in May, 2016, Cheryl Taylor gave "lunch and learns" entitled, "Professional Responsibility and Workload Presentation." Cheryl has confirmed with me that she is willing to repeat these, once she returns. In the meantime, I will forward her power point presentation to the membership. Remember, as ONA has governance over these forms, it is you as an ONA member who has the right to decide whether the form needs to be completed, not the Coordinator. In addition, the forms are two sided, so if your form was only photo-copied on one-side, find another one. A supply of them can be found in the top drawer of the lateral file, neighbouring Kim Crawford's office. Once completed, keep a copy for yourself, give a copy to me as the BUP and give the original to your Coordinator. Finally, completed and submitted workload forms can have a positive effect on the department, by proving to the Employer the need for more staff. But to only have the odd form completed, make incidents that may be repetitious and an ongoing problem, look like they are isolated and infrequent. Without the proof (that being **many** completed workload forms about the same issue, but different incidents), the Union cannot bring forth the issues that are stressing you out on a daily basis. Find a way to invest the time to complete these forms whenever the need arises, for the sake of the working conditions of **your** future and that of your **fellow colleagues**.

Oh yes, and the contract is with the printer!

LHSC RN/CE Report - James Murray, BUP

Green Shield Canada: The lowdown on our benefit changes. LHSC recently transitioned to Green Shield Canada as the administrator of our extended health, dental and drug benefit plan.



Since the change in benefit carrier took place in October, GSC has failed to fully reimburse members for their prescription purchases and other extended health claims. In certain instances, they have set arbitrary limits on claims

LHSC RN BUP cont'd



(Continued from page 4)

for diabetic supplies, vaccinations, migraine medications; refused to pay for insulin pumps, denied claims for narcotics or dental procedures, or simply denied that certain services are even covered.

Members should know that the benefit contract LHSC has with GSC is an “ASO” plan. Simply put, ASO means “administrative services only”. GSC has been contracted to administer the plan on behalf of LHSC and are paid a contracted amount to do so. LHSC remains in control of the premiums it collects and writes the cheque to GSC to pay the benefits costs they have covered. Therefore, any savings achieved by denying your claim, reducing the payout, or coercing you to use the hospital pharmacies to fill prescriptions, **remains in the pocket of the employer.**

You may think to yourself, “well, it’s only a few dollars,” but it’s not just a few dollar for a prescription, or ten dollars on a massage, it’s thousands of dollars in diabetic supplies and hundreds of dollars in dental procedures. **This should not be happening!**

Members thought it outrageous when senior executives spent thousands of dollars on a trip to Dubai. Now they should be infuriated by this plan to potentially claw back millions of in health benefits we are entitled to!

To date the Union has filed more than 80 grievances against the employer because of the changes to our benefits and we will continue to do so. We will proceed to arbitration for every dollar our members are denied. If you have not already done so please forward to local100@skynet.ca any claim statement that was not fully reimbursed and we will file a grievance to have you fully compensated.

Consecutive Weekends. It has come to the attention of the Union that leaders in Ortho/Trauma, PCCU and UH ED have engaged in a rather underhanded way of circumventing the payment of subsequent consecutive weekend premiums. Nurses in these units have been asked to work overtime, with the full knowledge that consecutive weekend premium would ensue. The leader then deviates their next weekend shifts, ending subsequent consecutive weekend premium payment. It is very concerning that these leaders feel it’s appropriate to mislead nurses by offering OT with the knowledge they will deviate their future weekends. Initial discussions have occurred with HR and the Chief Nursing Executive, I hope these are isolated incidents but if this has happened to you or is happening on your unit please contact the Union.

Reassignment, what you should know. Reassignment is to be a last resort when all other avenues to find staff have been exhausted. Part-time nurses are entitled to all additional straight time shifts on their unit before a nurse from another unit is reassigned. If you are a part-time nurse who did not receive an offer of a shift because another nurse was reassigned to your unit please contact the Union office for assistance. Also, reassignment cannot be used by the employer to avoid paying out early retirement offers, or having adequate baseline staff numbers. The Union needs to hear from each and every nurse who is reassigned to another unit.

Pension contributions and LOA’s. Did you know that full-time nurses can maintain pension contributions while taking unpaid LOA’s? Simply contact payroll and provide the details, they will calculate the amount owing and the payment options. When you make your contribution the employer is required to make their contribution. For every \$1 you pay into HOOPP, they must pay \$1.26.

The Local Negotiations Committee is looking for two additional representatives to join the team, one full-time and one part-time. This is a great opportunity to participate in the bargaining process for the next local contract. Our current agreement expires in March 2020. If you are interested in this opportunity please complete and submit the attached Expression of Interest from by no later than January 6, 2020.

LHSC RN HR&E/RTW Report - Jasen Richards & Katie Warrington, VP's

Greetings from the Return to Work/Accommodation/WSIB and Attendance Support Reps!

2019 has been a very interesting year that has seen many changes, some in the return to work/accommodation/WSIB processes, but mostly with the changeover from the Attendance Management Program to the Attendance Support Program. We have compiled a list of important key facts to highlight some of these changes and to reinforce how ONA is here to help!

ONA has been successful in getting our members paid their regular wage for hours worked while on a return to work program from Manulife LTD benefits. It is very important for you to call the ONA Local 100 office to get in touch with a rep before you start the return to work process. We can facilitate a seamless return to work and guide you through the process of getting the pay for hours worked that you are entitled to.

We have had many members this year require specific scheduling provisions in order to maintain their health. An example would be working max 2 days on followed by 2 days of rest. Often this has put the ONA member in situations that may require a reduced full-time status. We have also seen situations where the ONA member is able to work full time hours but the employer has not offered the appropriate number of shifts in order to keep the 1.0 status. If you find yourself needing specific scheduling provisions it is very important to get in contact with your ONA rep so we can help facilitate what your actual needs are, and to fully understand what is involved if a reduced full-time schedule is needed.



If you have a permanent accommodation, it is supposed to be reviewed by occupational health yearly. We understand this is a process that has often not occurred in the past. This process is not to question any of our ONA members' need for accommodation, it is to simply ensure there have been no changes and to reinforce the accommodation is still required. A quick trip to your health care provider to obtain a "no changes in accommodation needs" should be sufficient. Please note this applies to an already accepted permanent accommodation. Continuation of temporary accommodation or change of temporary to permanent may require additional medical documentation. Please contact your ONA rep for assistance with this process.

WSIB continues to be a very complex process, even more so than in the past, with the changes that have been made at the WSIB level. We can not stress enough the importance to call the ONA Local 100 office the moment you are injured at work. If it is outside of business hours you can email the reps who will respond as soon as possible. Please encourage your colleagues to do the same if you witness or hear of their injury in the workplace. First important step is complete an AEMS (or have someone complete on your behalf if you are unable) and then get in touch with your ONA rep!

Attendance Support Meetings have been occurring since back in the spring. An ONA rep is always in attendance to ensure you have the support you need. These meetings are non punitive and the support offered seems to be quite routine for all our members. EAP services, the Wellness program, ergo assessments, meeting with the occ health NP etc. are available to support employees in order to increase wellness and therefore their ability to attend work more regularly. No medical is to be shared during these meetings and we have been assured that meeting with the occ health NP is not mandatory. Please discuss this further with your ONA rep before or after your meeting.

It is usually this time of year that we start to see ONA members that are affected by the six and subsequent absence clause in our collective agreement. On the six absence and every one after that, in the fiscal year (April 1 to March 31), the first 15 hours of sick time are unpaid. If you have chronic illness that is validated by your doctor, we may be able to assist you with this unpaid sick time which is something new. Please contact ONA local 100 for

LHSC RN HR&E/RTW Report cont'd

more information.

We sincerely hope everyone has a safe and happy holiday. And for those of us working, we can celebrate with our work families the amazing care we provide to our patients and community, 365 days of the year!

Jasen Richards

jasenrichards.ona@gmail.com
VP RTW/Accommodation/WSIB
Attendance Support Services VH

Katie Warrington

vp-rtwuh.ona@gmail.com
VP RTW/Accommodation/WSIB
Attendance Support Services UH

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

We want to take this opportunity to welcome Rebecca Jesney (VH ED), Jeffrey Richards (Adult Inpatient Mental Health) and Kathy Irwin (VFMC) to the ONA JHSC group. Having recently attended the ONA Biennial Convention, health & safety issues remain a significant concern for all members province wide. The frequency of verbal and physical violence is increasing. Bullying and harassment has significant implications for members in their workplaces. Musculoskeletal disorders (MSDs) continue to result in lost time for our members in large numbers. Psychological health and safety of our members is often not discussed enough. However, we know that in our work many have witnessed or been part of a significant traumatic event that has resulted in a negative outcome for our patients. We also need to remember it has a negative impact for us the members, when you cannot perform your duties due to distraction, thinking about it long after the shift has ended, sleep disturbance. That is why ONA continues to work with senior leaders to improve on post critical incident debriefs to ensure consistency across the organization. That the psychological health and wellbeing of our members will always be a conversation at the table.



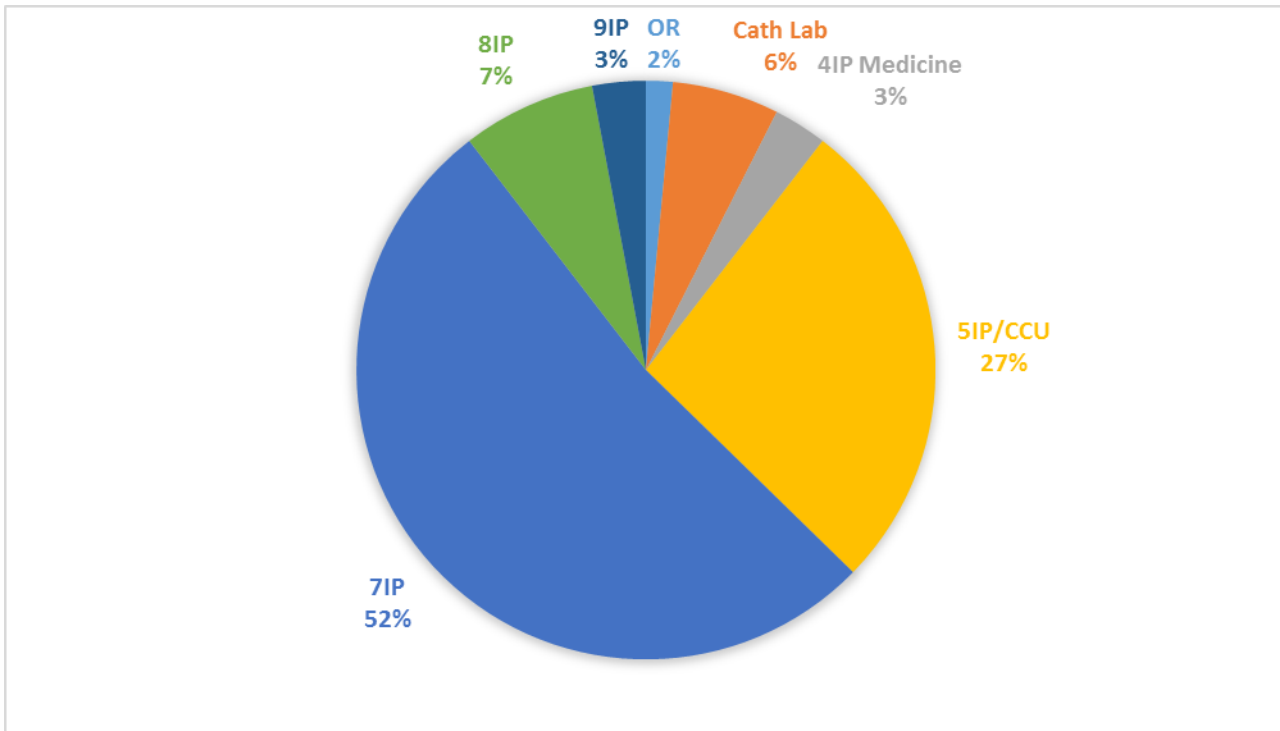
Ontario Health Minister, Christine Elliott, says that violence is not part of your job. However, like many of her predecessors we know the issue of workplace violence remains ever present for many of you today. When you seek assistance, for example: with a code white, and there isn't adequate response time or are told "our guards are at another call"; when you don't have adequate restraint supplies, when your personal panic alarms (PPAs) malfunction, when you are subjected to verbal or physical violence by any party, when you find contraband/weapons/drugs, witness property damage, patient to patient aggression, please ensure you document it. Fill a workplace safety AEMs, as often the patient risk AEMs that are filled out do not get sent to the JHSC, so we are not seeing this important data.

Often, we hear that there just isn't any time to fill out incident reports. It is critically important to ensure that injuries, exposures to biological/chemical hazards, workplace violence are documented so that we can advocate for new or improved measures and procedures, recommendations to review existing policies to ensure gaps in policy are closed. We cannot do this without this invaluable, supportive data. Once your AEMs is complete, remember if you are not satisfied with the resolution, or lack of resolution ensure to escalate through leadership: coordinator, manager, director; if it's after hours and urgent do not be afraid to wake leadership they are on call for a reason. If you fail to get resolution through your leadership then call the office, and we will be happy to advocate on your behalf. For those who do already document, keep up the great work. If you've never documented in the past, start by filling one out; "remember one is 100% more than none"!

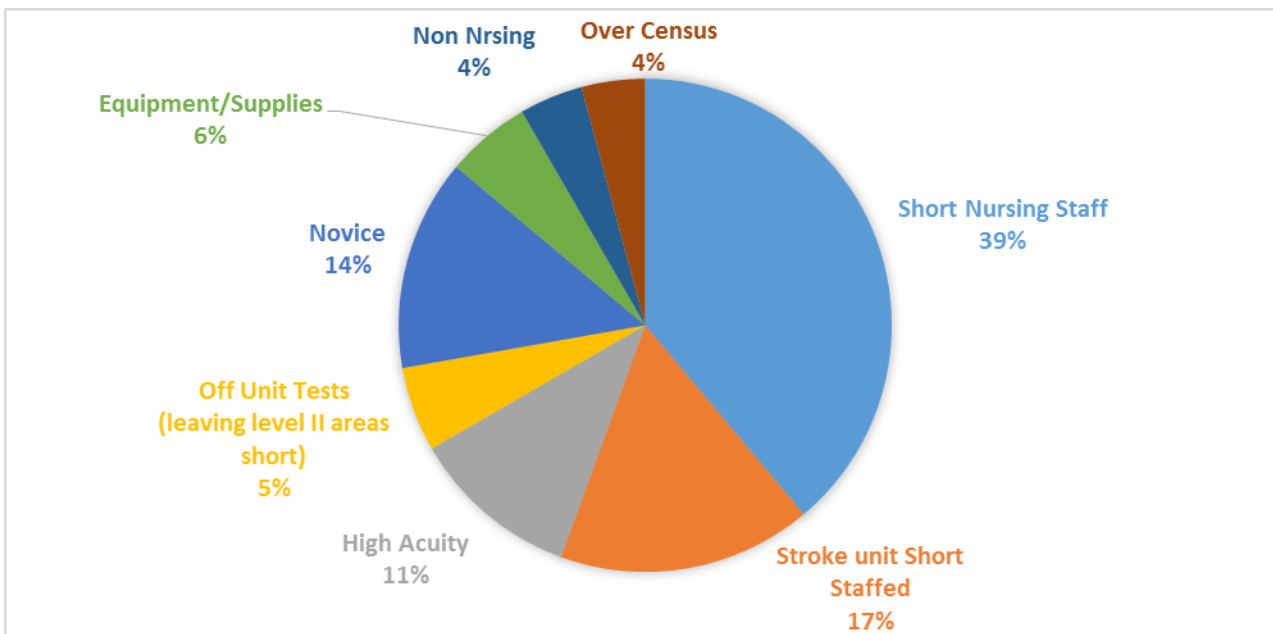
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LHSC RN Professional Practice - James Gibbons & Lorri Skellett VP's

PRW's UH September 01 - November 30th 2019

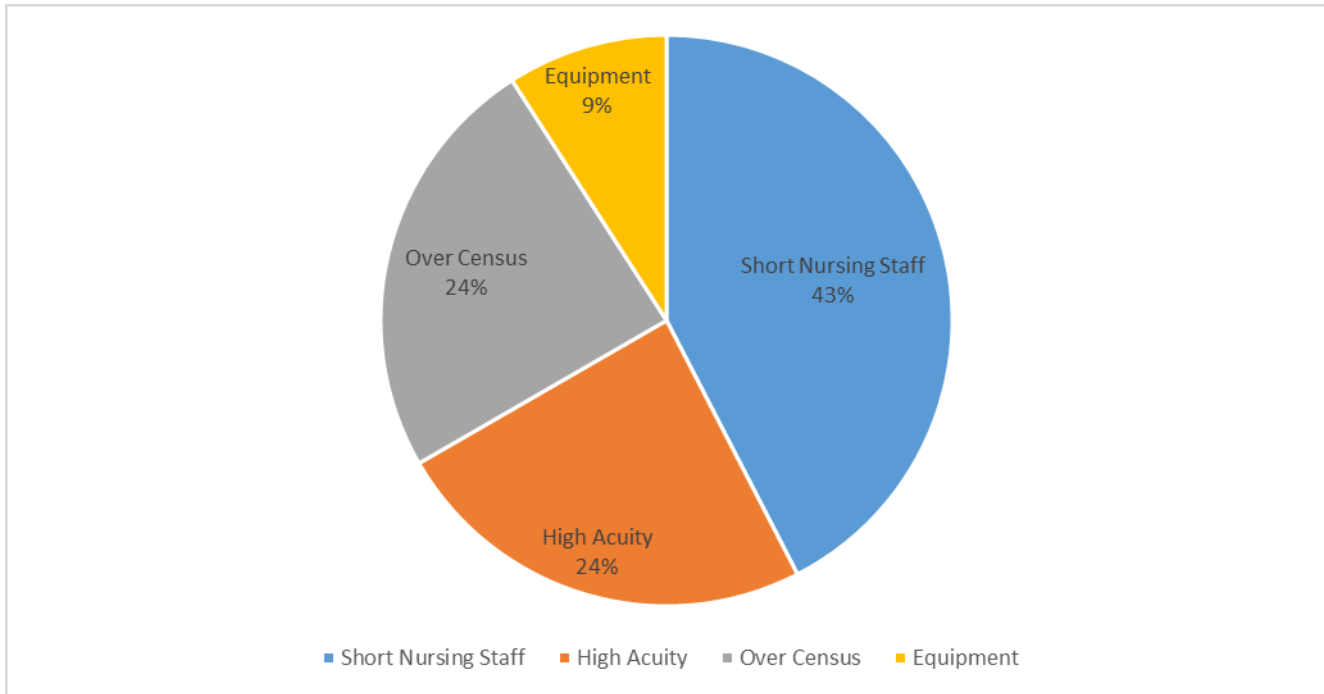


CNS UH PRW Issues raised (September 01 - November 30 2019)



LHSC RN Professional Practice - cont'd

Cardiac Care / CCU UH September 01 – November 30 2019



List of PRW activity for the last couple of months at VH:

Site	Units	Dates	Issues	Local Meeting	Status
VH	OBCU	June 29, July 10, July 11, August 16, October 5, October 6, October 16, October 19	Short RN staff.	September and October 2019 Recommendations made	Hiring of more RN staff. Monitoring
VH	Gynecology	October 5, October 7, October 11	Short RN Staff.	October 2019 Recommendations made	Hiring of more RN staff. Monitoring
VH	CAMH	September 14, October 16, October 17, November 6	Short nursing staff and support staff	December 2019 Recommendations made	Hiring of more nursing and support staff. Monitoring

Please remember when you are having a workload issue, please contact the After Hours Coordinator in the moment and if they can offer no solution, please contact your leadership on call to give them a chance to resolve your issue. If there is no resolution to your workload issue, fill out a PRW form.

TIP OF THE MONTH:

Examples of when to use the PRW form:

- Inadequate staffing levels and/or inappropriate skill mix



LHSC RN Professional Practice - cont'd

- Delayed, incomplete or missed assessments, treatments or medications
- Non-nursing duties and/or lack of support staff
- Inadequate educational support, equipment, and/or supplies

Middlesex Terrace Report - Breanne Trelford, BUP

Our new collective agreements are completed and everyone should have gotten a copy recently. If you didn't get one come see me and I'll get one for you.

A reminder to never go into a disciplinary meeting alone. Being your bargaining unit president I should always be there, so always ask management before hand to ensure that this is set up.

Another reminder to fill out the Professional Responsibility Workload forms, as needed. These should be filled out when you are having difficulty to meet the CNO standards and your quality of care is compromised. This can be through being short staffed, too many non-nursing functions, break relief, workload, etc.

Always make management aware of the issue, then fill out the form so that the concerns are documented. Give a copy to management and myself, and keep a copy for yourself as well.

More information about this can be found online at <https://www.ona.org/member-services/professional-practice/overview-faq/>

The forms, along with sample forms, can be found at <https://www.ona.org/member-services/professional-practice/workload-report-forms/> under LTC.



LHSC RN OH&S - cont'd

As the season changes to winter, with its treacherous and slippery roadways and walkways, please take great care out there. Please stay on designated paths for your safety, shortcuts often lead to unmarked obstructions that will ultimately lead you to be a user of the healthcare services that you'd prefer to be delivering.

Merry Christmas and all the best in 2020!!

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	2018/1500	2016/4500	2008/16500	1999/30000	1994/37500
FT vacation hours accrual per pay	4.33	5.77	7.21	8.65	10.09



EXPRESSION OF INTEREST FORM
LHSC RN BARGAINING UNIT
FULL-TIME AND PART-TIME NEGOTIATION TEAM MEMBER

Name: _____

Address: _____

Telephone: (h) _____ (w) _____

Personal Email Address: _____

ONA Member ID Number: _____

(Found on your ONA Membership Card)

Position you are interested in: _____

Unit: _____

Your signature: _____

Member Supporter: _____

Member Supporter: _____

DATE: _____

Please submit to: James Murray, Local Coordinator by January 6, 2020
email: jsmurray.ona@gmail.com or Local 100 Office email: local100@skynet.ca
or fax to: 519-667-2072