



September 5, 2023

Hello

As you are aware, ONA placed Local 100 into administration on October 1, 2022. This decision was made at a time when the LHSC RN bargaining unit had neither a bargaining unit president nor a grievance chair. All other bargaining unit and local leadership positions were filled by individuals new to their roles. As the second largest local in the province, ONA needed to put in place an administrator to ensure that labour relations services continued and that grievances were processed and local negotiations continued. Angie Stott, a retired ONA Labour Relations Officer, former Bargaining Unit President and Local Coordinator, was appointed administrator of the Local. I have also been involved, having been assigned by ONA's Board of Directors to provide support. A meeting was held on October 27, 2022, attended by ONA's Board of Directors and your Local Coordinator, Rob Mugford, to explain the rationale for this decision to you.


Since that time, Ms. Stott, along with your local and bargaining unit leadership, have been working very hard on your behalf. All leadership positions have now been filled. Because some of your local and bargaining unit leaders are new to their roles, we now need to ensure that they have the required training and mentoring on their roles and responsibilities. This training includes education specific to each of their duties and accountabilities and ONA Executive team education. Some of this training is scheduled to occur in October. Following the training, Ms. Stott will continue to mentor them. ONA has written to the Ontario Labour Relations Board to request an extension of ONA's administration over Local 100 for an additional 12 months. The Labour Board has directed ONA to advise Local 100 members of its request. If any bargaining unit employee opposes the request for an extension, you must advise the Registrar of the Ontario Labour Relations Board in writing of your opposition and the reasons for your opposition, by September 20th, 2023.


A copy of the ONA's letter to the Board and the Board's decision is attached to this email.

If you have any questions, please reach out to either myself or Angie Stott. We will be happy to answer any questions.

Sincerely

Bernadette Robinson
Region 2 Vice President
Ontario Nurses' Association

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August 30, 2023

SENT VIA E-FILING

Ms. Catherine Gilbert, Registrar
Ontario Labour Relations Board
505 University Avenue, 2nd Floor
Toronto, ON M5G 2P1

Dear Ms. Gilbert,

Re: Trusteeship – ONA Local 100 – OLRB Case No. 1649-22-T

The Ontario Nurses' Association ("ONA") filed a Statement of Trusteeship with the Ontario Labour Relations Board on October 27, 2022, pursuant to section 89 of the *Labour Relations Act*, advising that it had placed ONA Local 100 under supervision or control on October 1, 2022.

ONA is writing to the Board to request consent to continue its supervision or control for a further 12 months. In brief, Local 100 is not yet able to function independently from an operational, financial or labour relations perspective.

Local 100 is a large local, comprised of two bargaining units at London Health Sciences Centre: a bargaining unit of 3600 RNs at London Health Sciences Centre and a bargaining unit of medical radiation technologists. It is ONA's second largest local in the province.

ONA placed Local 100 into trusteeship when the bargaining unit president for the RN unit resigned his position. At the time the RN bargaining unit did not have a grievance chair and the remaining local and bargaining unit representatives were all fairly new in their roles. The local was in a state of disorder. There were over 800 grievances awaiting next steps. There were 1700 outstanding professional practice forms that needed to be addressed pursuant to the collective agreement. ONA's finance policies were not being complied with and expense forms were not being submitted. In accordance with Article 10 of ONA's constitution, ONA therefore placed the Local into "administration", which is the term used in ONA's constitution for a trusteeship.

ONA appointed Angie Stott, an experienced and retired ONA staff representative, to act as an administrator. Her role was to survey the situation, develop a budget and identify, train and mentor members for local and bargaining unit leadership positions. At the same time she was responsible for processing grievances, addressing the professional practice forms, negotiating renewal collective agreements and ensuring that members were represented in accordance with ONA's obligations under the *Labour Relations Act*.

Provincial Office: Toronto

Regional Offices: Ottawa • Hamilton • Kingston • London
Orillia • Sudbury • Thunder Bay • Timmins • Windsor

While Ms. Stott has made great progress in the past year, much remains to be done. She has resolved over 200 grievances through discussions with the Employer leaving over 600 open grievances, 150 of which have not yet been heard at step 2. As it was a negotiating year, she was involved in forming, training and leading a local negotiating team. She also focused on training a treasurer to ensure compliance with financial policies.

Ms. Stott has now identified members to fill the vacant leadership positions. Some existing representatives were reappointed, but due to their inexperience, they require extensive mentoring and support. For example, the return-to-work representative only had 4 weeks experience in the role. Other members are completely new to the role, including the person who has been identified to act as bargaining unit president.

Ms. Stott is in the process of scheduling education for the representatives. Some of that training has been scheduled for mid-late October. Following that, she will be mentoring the representatives on grievance handling, accommodations, professional practice issues, labour relations and ONA's financial and operational policies and procedures to ensure that they are meeting their statutory obligations under the *Labour Relations Act*. ONA's goal is for the leaders and representatives to be fully autonomous when the administration is lifted.

Given the widespread disarray within the bargaining unit at the time that the trusteeship was imposed, it has taken longer than anticipated to identify and mentor a local team. As such, ONA believes it is necessary to continue the trusteeship beyond October 1, 2023 and is requesting consent from the Board to continue its supervision or control of Local 100 for a further 12 months. ONA is confident that by September 30, 2024, Local 100 will be able to function successfully and autonomously.

Please do not hesitate to contact me should you have any questions or concerns.

Sincerely,

ONTARIO URSES' ASSOCIATION



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Senior Legal Counsel
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NB/ag

c: Erin Ariss, President (via email)
Angie Stott, Trustee (via email)



ONTARIO LABOUR RELATIONS BOARD

Labour Relations Act, 1995

OLRB Case No: 1649-22-T
Trusteeship

Ontario Nurses' Association, Applicant v ONA Local 100, Responding Party

COVER LETTER

TO THE PARTIES LISTED ON APPENDIX A:

The Board is attaching the following document(s):

Decision - August 30, 2023

DATED: August 30, 2023

Catherine Gilbert
Registrar

Website: www.olrb.gov.on.ca

Address all communication to:

The Registrar
Ontario Labour Relations Board
505 University Avenue, 2nd Floor
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ONTARIO LABOUR RELATIONS BOARD

OLRB Case No: **1649-22-T**

Ontario Nurses' Association, Applicant v **ONA Local 100**, Responding Party

BEFORE: Roslyn McGilvery, Vice-Chair

DECISION OF THE BOARD: August 30, 2023

1. The Ontario Nurses' Association ("ONA") assumed supervision over ONA Local 100 on October 1, 2022. ONA filed with the Board a statement of trusteeship pursuant to section 89(1) of the *Labour Relations Act, 1995*, S.O. 1995, c.1, as amended, (the "Act") on October 27, 2022.
2. By letter dated August 30, 2023, ONA seeks the consent of the Board under section 89(2) of the Act to extend the trusteeship for another 12 months.
3. ONA's August 30, 2023 submission does not confirm that individuals in the ONA Local 100 bargaining units affected by the trusteeship ("bargaining unit employees") have been advised of the extension request and afforded an opportunity to provide the Board with representations in response to that request.
4. In the absence of confirmation from ONA that it has provided notice to bargaining unit employees, it is appropriate for the Board to issue directions to ensure that proper notice is given. Accordingly, the Board makes the following directions:
 - a) ONA must take steps as are necessary to bring its request to the attention of bargaining unit employees on or before September 6, 2023. At a minimum, such employees must have an opportunity to review a copy of ONA's letter to the

Board dated August 30, 2023, as well as a copy of this decision. Within that same timeframe, ONA is directed to advise the Board in writing of the steps it has taken to bring this matter to the attention of bargaining unit employees; and

- b) Bargaining unit employees may advise the Registrar of the Board in writing if they oppose the request for an extension on or before **September 20, 2023**. If they oppose the request, they should set out the reasons for their opposition.

5. After September 20, 2023, the Board shall consider ONA's request or direct further submissions if necessary.

6. I am not seized.

"Roslyn McGilvery"
for the Board

APPENDIX A

Ontario Nurses' Association
Attention: Nicole Butt
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Ontario Nurses' Association
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Attention: President/Director/Manager