



**Bargaining Unit President**

- Please visit our website **onalocal13.com** for updates, forms, and any information you may need. You can also visit our FB page - **ONA paramedical Local 13** or Instagram @ **ona.paramedical.local013**
- ONA turned 50 in 2023. Watch your email for coming events.
- There have been 4FT and 1PT positions eliminated since April 2023, all these positions were vacant. 2 of the 5 are concerning – MSW to BSW and 1 MLT position. Please file workloads so we can demonstrate the impact of these eliminations.
- ONA P completed 5 days of negotiations and conciliation on May 10. Interest arbitration is set for May 16/24. The arbitrator is Russell Goodfellow. We held a CA update meeting Aug 28/23 - for full details please refer to the documents on the home page of the LOCAL 13 website.
- HSN continues to struggle with staffing issues. Please file workload forms if this is impacting your work, so we can assist.
- **MyHSN** has resulted in 7873 errors – 2210 corrected – this is MUCH slower than HSN had predicted – Experts have been hired to help. Please reach out to me or Kristen Harper to file grievances if you have issues that remain unresolved. Please keep track of ALL your hours to be sure you are paid correctly and that your seniority, pension contributions and vacation are correct. HSN can now make payments outside of the biweekly rotation.
- Local 13 will be holding a meeting to vote on constitutional amendments on Oct 25/23. Please plan to attend to cast your vote.
- ONA biennial convention is Nov 6-10/23
- We are holding an education day Oct 16/23. Topic is CA interpretation. Email was sent to your HSN email to register no later than Oct 8/23.
- Health professionals' day was in June. We have distributed \$15 Tim cards. If you didn't receive your card, please reach out to me.
- Elections for all local 13 positions took place in June. LC is Tina Frappier, Treasurer is Melanie Roque, Secretary is Stephen Reid, BU president is Michelle Beaudry. Please see chart on the second page for all positions. An EOI was emailed for 2 vacant positions.

Michelle Beaudry  
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**REPORTS**

**Grievances**

**2018: 1 Open Grievances**

- 1 pending continued arbitration

**2019: 5 Open Grievances**

- 5 held in abeyance until bargaining (all surrounding 8 weeks of schedule posted)

**2020: 16 open grievances**

- 1 pending arbitration
- 2 pending a decision from arbitrator
- 8 pending further arbitration dates
- 3 finalizing MOS
- 2 held in abeyance

**2021: 21 open grievances**

- 14 pending arbitration
- 3 pending further arbitration dates
- 4 held in abeyance

**2022: 79 open grievances**

- 25 pending arbitration
- 1 pending further arbitration dates
- 53 held in abeyance (mostly payroll – looking to take the union grievance forward and have the results apply to each individual grievance)

**2023: 155 grievances filed thus far**

Common themes are payroll issues related to **MyHSN**, including distribution of T4s/ROEs

Kristen Harper  
[kristenhjm@yahoo.ca](mailto:kristenhjm@yahoo.ca)

**Human Rights and Equity/Return To Work/ WSIB**

- 28 RTW files since April 2023 requiring active attention and involvement. - (13 of which are ongoing from previous report)
- Negative changes in the way disability management is handling files
- Laura Thompson has retired and Maxine Prud'homme has taken over resulting in a decrease in RTW meetings and touch points – this is not working
- Greatest challenge is still files that are denied by OSI – mainly for mental health/situational crisis
- OSI still has unrealistic timelines for members to see family MD, specialists, or psychiatrists in the North.
- OSI requesting unnecessary medical for straight forward cases. Inconsistent practice for managers dealing with accommodations.

Return to Work  
Christine Spence  
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**WSIB**

- 12 WSIB claims since April 2023.
- Communication system with HSN is poor since Laura retired
- Disability management advisors are now taking over WSIB claims but are short staffed
- Will be raising this to Maxine if meetings continue to decline
- **Messages to Members:**
- Only way we can help is if we know – hospital tells us nothing and inconsistent practice across organization
- When in doubt, reach out to us
- If WSIB claim, put it in
- If need accommodation, we are here to help (WSIB or non Occ...we all have the same right to fair accommodation)
- RTW meeting for longer or complicated STD – should be mandatory
- RTW meeting post LTD – should be mandatory

Christine Spence  
[c\\_spence@outlook.com](mailto:c_spence@outlook.com)

**Please be reminded to use your home email when conducting Union Business**

**Secretary**

Please reach out with any questions regarding email addresses, BU minutes or any forms you may need. **If you are not receiving information from ONA, it could be because ONA does not have your current address, phone number or email address. Please go the ONA website [www.ona.org](http://www.ona.org) and on the home page, under Quick Links you can update your information**

Colleen Kennedy  
[local013sec@ona.org](mailto:local013sec@ona.org)

**Treasurer**

We are on track with our budget thus far in 2023

Tina Frappier  
[Local013tr@ona.org](mailto:Local013tr@ona.org)

**Professional Practice**

Workloads since April 2023

7N	1	OT shortage. Case load unmanageable for OT's rotating through several floors. Patient received a head injury as a result of large workload and lack of communication
IRU	2	Staff shortages. 2 FT physiotherapists away leading to insufficient amounts of time for assessments and discharges. Reactivation workers fully booked, difficult to manage over-census patients. Caseload is unmanageable
Lab	9	Staff shortages, no breaks, staff off and on injury leave. Unmanageable workloads at central processing and microbiology.
RT	5	Staff shortages, lack of breaks during nightshifts. Lack of ECMO trained replacements on several days. Staff calling in sick due to suspected burnout

Filing a Professional Responsibility Workload Report form or Workload Alert Notification:

1. Notify supervisor of concerns to attempt to resolve the issue if no resolution available,
2. Complete electronic WAN form within 15 days of the shift in question providing as much detail as possible about the issue, including feedback or ideas about how future events can be avoided
3. Submit a copy electronically to both your supervisor and the ONA-P chair of Professional Practice and Workload Management

A written response from your supervisor is then due within 15 days. When you receive it, please ensure that ONA-P has been included and forward a copy for tracking purposes if not.

When do you file a WORKLOAD ALERT NOTIFICATION form? When working conditions compromise your ability to meet your professional standards or when your ability to provide quality patient care is compromised. Heavy workloads and short-staffing is a very common reason to file WANs, however other indications to file include:

- inadequate training/orientation/mentorship
- infection control issues (access to PPE)
- inadequate access to equipment or faulty equipment, or
- lack of leadership or support in workplace.

Kevin Livingston  
[kevliving@vianet.ca](mailto:kevliving@vianet.ca)

**Health and Safety**

The following are the health and safety incidences reported since April 2023:

- **Slip, trip or fall** – 8
- **Workplace violence** – 10 (majority in ER)
- **Mental stress/Anxiety**– 9
- **Strain** – 32 – majority involving patient handling.
- **Sharps/Needle sticks** - 7
- **Exposure** – 13 (5 COVID)
- **Contact with or by** - 7

There were 2 MLSTD visits. Orders were issued for a mask fit list for physicians, NP and midwives. Also noted improper disposal of used visors, blocking of bathroom by privacy screen for hallway patient, increase in workplace violence and MSK disorders.

Verne Saari  
[saari67@hotmail.com](mailto:saari67@hotmail.com)

**Education Fund**

- There will be a minimum of \$10,000.00 for each group RN and Paramedical set aside to allow members to apply for an educational bursary to attend courses, conferences, workshops, etc. that will enhance our professional development at HSN
- A maximum of \$750.00 per year per member will apply
- **Members must be active in the union by either attending 2 of the following: 2 meeting in the previous 18 months or participate in ONA events, education( e-learning, self-learning, ONA sponsored with certificate of completion) or be involved in any ONA activism such as picketing, phone banks, elections, etc..**
- Members must be entitled (signed a union card/ application)
- An application form must be completed, in full, with original, itemized receipts attached, and must be submitted within 60 days of education completion
- The Secretary of the Local will review the request and ensure that the member qualifies
- The refund of money will only be given after the education has been completed
- MAST expenses are an allowable expense
- Reimbursement will be made by the Treasurer within 8 weeks of the complete form being submitted and approved
- A request for acceptance of funding can be made, on a first come first serve basis, to the Secretary prior to the educations. Forms are available from the Secretary of the Local
- Any money not used from the education fund will not be carried over to the following year

**Additional Notes for Grievances**

- With payroll errors we have previously expressed to members, inform your manager of errors ensure they are filing reconciliation forms (done by the manager but you should get a copy) and if not corrected with payroll, please reach out to file a grievance in a timely manner.
- The importance of following timelines: CA outlines a strict 9 days to file a grievance from the date of occurrence and 7 days for discipline, suspension and termination. If timelines are not met, grievances may unfortunately be withdrawn

HSN PARAMEDICAL	EXECUTIVE
<b>Position</b>	<b>Members</b>
V.P. Grievances	Kristen Harper
V.P. Health and Safety	Verne Saari
V.P Human Rights and Equity	Christine Spence
V.P. Workload and PRC	Kevin Livingstone
Negotiations	Alicia Dumont, Christine Spence, Kristen Harper, Kim Jae Riipinen, Verne Saari, Michelle Beaudry
Labour Management	Kristen Harper, Kevin Livingstone, Michelle Beaudry
Health and Safety – MAIN SITE	Suzanne Lepage, Aline Pelland <b>Vacant x 2 (alternate positions)</b>
Health and Safety CTC	Penny Jacob, Mary Sabo