

Bargaining Unit President

- Check out our new website **local13.onalocal.org** - it has updates, forms, and any information you may need. You can also visit our FB page - **ONA paramedical Local 13** or Instagram @ **ona.paramedical.local013**
- There have been 2FT and 2PT positions eliminated since Jan 2024, all these positions were vacant. 2 of the 4 are very concerning and the union has challenged these. Please file workloads so we can demonstrate the impact of these eliminations on 4south and 7north.
- ONA P has interest arbitration on May 16/24. The arbitrator is Russell Goodfellow. **We are holding a rally in front of HSN main site May 16 from 11:30-1:30 to collectively raise our voices for better staffing and better wages. COME OUT AND SHOW YOUR SUPPORT FOR A BETTER CONTRACT!**
- HSN agreed to a temporary wage increase (4.75%- 2022 + 3.5% - 2023) that took effect Jan 22/24. NO retro will be paid until the CA is settled
- HSN continues to struggle with staffing issues in MANY areas. Please file workload forms if this is impacting your work, so we can assist. HSN is using agency physiotherapists on 7 north to fill in for vacancies there.
- **MyHSN** reconciliation has 435 outstanding inquiries. ONA P has 112 inquiries meaning 92% are resolved. Please keep track of ALL your hours to be sure you are paid correctly and that your seniority, pension contributions and vacation are correct. Reach out to Kristen to file a grievance if you have outstanding issues.
- We are holding an education day in October. Topic is CA interpretation. More details will be emailed in the fall.
- Health professionals' day is in June. We will be distributing \$15 Tim cards.
- We have an ONA p rep on the IDEAA committee – Laura Johnson – she will be giving an update at our next BU meeting in Sept.
- There have been many more workplace violence incidents occurring at HSN. Please report any incidents using the occupational hazard form and inform the union so we can assist. We can't help if we don't know !

Michelle Beaudry local013bup100211@ona.org

REPORTS

Grievances

2018: 1 Open Grievances

- 1 pending continued arbitration in July 2024

2019: 5 Open Grievances

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

2020: 11 open grievance

- 8 pending further arbitration dates in 2024
- 1 in discussions with HSN
- 1 held in abeyance until bargaining
- 1 held in abeyance until RN case decision

2021: 16 open grievances

- 12 pending arbitration/ continued arbitration
- 3 held in abeyance
- 1 held in abeyance until RN case decision

2022: 75 open grievances

- 17 pending arbitration/ continued arbitration
- 58 held in abeyance (mostly payroll – looking to take the union grievance forward and have the results apply to each individual grievance)

2023: 112 Open grievances

- 35 pending arbitration
- 75 held in abeyance (mostly payroll errors waiting on union grievance arbitration)
- 2 pending mediation

Common themes are payroll issues related to **MyHSN**, lack of clarity to members for reconciliation. Missed shift remedy and employer disagreeing with supernumerary shift remedy. Denial of sick leaves related to mental health.

Kristen Harper
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Human Rights and Equity/Return To

Work/ WSIB

- 13 RTW files since Jan 2024 requiring active attention and involvement. - (3 of which are ongoing from previous report)
- Negative changes in the way disability management is handling files
- Decrease in RTW meetings and managers don't know the process
- 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

- 11 WSIB claims since Jan 2024 – Jan=2, Feb=3, Mar=6.
- Communication system with HSN is poor
- Disability management advisors are now taking over WSIB claims but are short staffed
- Talking Maxine about standardizing the process for managers and members

• 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
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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 and on the home page, under Quick Links you can update your information**

POSITION VACANT
local013sec@ona.org

Treasurer

We are on track with our budget thus far in 2024

Melanie Roque
Local013tr@ona.org

Professional Practice

Workloads since Jan 2024

RT	7	Staff shortages +++ All of the reported WANS involved staffing issues and unmanageable workloads due to staff shortages. This has been brought to LMM and is being actively monitored
Indigenous Health Services	1	Workload assigned was unmanageable. Work assigned outside of scope of practice. Monitoring proposed changes
Diabetes Care	2	Workload required on back-to-back shifts was unmanageable. Monitoring proposed changes
4 South	5	Staff shortages +++ Ongoing issues with occupational therapy recruitment causing unmanageable workload

ONA has increased their support for workload complaints. Now all complaints go to the professional practice specialist at the Sudbury office for assistance in resolving the issues. Danielle Richard is the specialist assigned to ONA P. We also working on improved language in the new CA to better address problems at the unit level instead of LMM

- 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

Health and Safety

The following are the health and safety incidences reported since Jan 2024:

- **Slip, trip or fall** – 6
- **Workplace violence** – 39 (majority one patient)
- **Mental stress/Anxiety**– 9
- **Strain** – 6 = direct patient handling – 4 = non-patient handling.
- **Sharps/Needle sticks** - 7
- **Exposure** – 4
- **Contact with or by** – 2 – one in ICU and one in AMU

MOL visits – Visit to AMU. No orders written regarding violent patient incidents on AMU. MOL requested records for NVCI training of all staff. Notice of compliance issued for NVCI training in designated areas. JHSC continues to be involved with the changes to policies regarding search of AMU and

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

- Lack of Step 2 responses from HR – ongoing since Nov 2023 – Lack of communication to members prior to discipline for tapping in/out and claims of time theft
- 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
Position	Members
BU President	Michelle Beaudry
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
IDEAA Committee	Laura
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 Eric Foerter, Christina Chevette
Health and Safety CTC	Penny Jacob, Mary Sabo