

### Bargaining Unit President

- Check out our new website **local013.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 1FT and 4PT positions eliminated since April 2024, all these positions were vacant. The FT job was reposted in a float pool. All the PT positions were changed to FT job due to recruiting issues.
- **CA UPDATE** - ONA P attended interest arbitrations on May 16 and June 25. The arbitrator was Russell Goodfellow. We are waiting for him to release the award, hopefully in the coming days/weeks. We will hold a BU meeting to discuss the CA once it is released – STAY TUNED!
- 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 272 outstanding inquiries. Of those ONA P has 26 inquiries yet to be 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 the fall. Topic is CA interpretation. More details will be emailed shortly.
- Health Professionals' Day was in June. We distributed \$15 Tim cards. Please let me know if you did not receive a gift card.
- We have an ONA P rep on the IDEAA committee – Laura Johnson – she will be giving an update at our next BU meeting
- 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!
- We have a vacant VP of workload and professional practice position. An EOI will be emailed shortly. Our new secretary for Local 13 will be announced soon. Our Political Action Committee is looking for members please contact me if you are interested
- The ONA13 Christmas Party will be Dec 5 – stay tuned for details!
- Voting starts soon for ONA's provincial positions. Please take time to vote!!

Michelle Beaudry [local013bup100211@ona.org](mailto:local013bup100211@ona.org)

Denial of sick leaves related to mental health. Some issues with seniority lists being inaccurate and no response from HR. Continued lack of step 2 responses since Nov 2023

Kristen Harper  
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### Human Rights and Equity/Return To Work/WSIB

- 24 RTW files since April 2024 requiring active attention and involvement. - (4 of which are ongoing from previous report)
- Sick time involving mental health still represent the majority of denied files
- Inconsistent practice amongst managers for RTW meetings. Some don't know the process
- Improvement in members receiving their ROE
- HSN sent out a Q&A outlining sick time/WSIB process. The union did NOT agree with many of their statements. We are working on getting this corrected.

Christine Spence  
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### WSIB

- 14 WSIB claims since April 2024 – May=4, June=1, July=8, Aug=1. 2 ongoing since April for a total of 16
- Communication system with HSN is poor
- Often must ask to be included in RTW meetings

### • 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

Christine Spence  
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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: 10 open grievances

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

#### 2021: 12 open grievances

- 9 pending arbitration/ continued arbitration
- 2 held in abeyance
- 1 held in abeyance until RN case decision

#### 2022: 72 open grievances

- 72 pending arbitration/ continued arbitration (mostly payroll / shift premium grievances)

#### 2023: 109 Open grievances

- 105 pending arbitrations (mostly payroll errors)
- 6 held in abeyance

#### 2024: 81 grievances, 61 remain open

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.

- 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

**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

**POSITION VACANT**  
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### Treasurer

We are on track with our budget thus far in 2024

Melanie Roque  
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Professional Practice

Workloads since April 2024

RT	10	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. Ongoing recruitment
Inpatient Psychiatry	1 form many dates	Social worker shortage – 1 vacancy and 1 on vacation – workload unmanageable during staff vacation
ARCC	2 forms many dates	Staff shortages ++ (2 vacancies) workload unmanageable. Manager is looking at supporting staff through times of shortages
Cardio Diagnostics	1 form many dates	Staff shortages +++ multiple vacancies. Backlog of 100 patients – workload unmanageable – On going recruitment
IRU	2	Staff shortages ++ - workload unmanageable
Lab	1	Staff shortages ++ no back up/ 2 MLT coverage for transfusion medicine. No HCBN coverage

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 are 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.

Christine Spence (interim)  
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Health and Safety

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

- Slip, trip or fall – 3
- Workplace violence – 84
- Mental stress/Anxiety– 1
- Strain –26

- Critical injuries – 3 – 2 were related to patient violence
  - Sharps/Needle sticks - 1
  - Exposure – 5
  - Contact with or by – 6
  - Sexual Harassment - 1
- MOL visits –there was on MLSDT visit regarding a process document for floor washing after a slip/fall. Orders were issued to draft a document. On the follow up visit HSN was in compliance. Also mentioned was a verbal reminder to ensure proper documentation of workplace violence incidents. There has been an increase in reports being filed.

Verne Saari  
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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

CONTACTS

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	Christine Spence (interim)
IDEAA Committee	Laura Johnson
Negotiations	Alicia Dumont, Christine Spence, Kristen Harper, Kim Jae Riipinen, Verne Saari, Michelle Beaudry
Labour Management	Kristen Harper, Christine Spence, Michelle Beaudry
Health and Safety – MAIN SITE	Suzanne Lepage, Aline Pelland Eric Foerter, Christina Chevette
Health and Safety CTC	Penny Jacob, Mary Sabo