

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](https://www.instagram.com/ona.paramedical.local013)
- There have been 3 FT and 1 PT positions eliminated since Sept 2024, all these positions were vacant except for the BSW and the member was forced to take a vacant BSW position. We will be looking to change the layoff language in the next round of bargaining.
- **CA UPDATE** - ONA P received the interest arbitration award from arbitrator Goodfellow on Oct 23/24. A meeting to review the changes was held Nov 12/24. Please see the highlights document on our website if you missed the meeting. Retro/pandemic pay was paid out to current employees on Dec 13/24. Letters to claim retro for former employees were mailed out on Dec 23/24 (late due to the postal strike). These members have until Feb 18/25 to claim their retro. We are waiting on an update from HR for timelines for payment for this group
- 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 an agency physiotherapist on 7 north to fill in for a vacant position there.
- 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 have an ONA P rep on the IDEAA committee – Laura Johnson – she will be giving an update at our next BU meeting in April. Our next meeting will be Feb 13/25 for all Local 13 to vote on the 2025 budget. Please attend this.
- 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 filled the vacant VP of workload and professional practice position. Tova Jessup has accepted the position through an EOI. Welcome Tova!! Our position of secretary for Local 13 remains vacant. Our Political Action Committee is looking for members please contact me if you are interested. HAPPY NEW YEAR!!!!
Michelle Beaudry
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2025: 10 Open Grievances thus far

Common themes:

- Interpretation of new language (example Isolation Pay)
- Axing "Charge/Lead" premiums that managers initiated on many jobs
- Continued missed shift remedies particularly for premium tours

Issues:

- Lack of Step 2 responses from HR – rare responses with continued push from Ronda (LRO) ongoing since Nov 2023

Kristen Harper

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Human Rights and Equity/Return To Work/ WSIB

- 14 RTW files since Sept 2024 requiring active attention and involvement. - (3 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
- Recent change on when HSN expects employees to apply to LTD vs reinstate with STD – we are grieving these – not sure why HSN has changed their practices

Christine Spence

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WSIB

- 20 WSIB claims since Sept 2024 – Sept=1, Oct=1, Nov=11, Dec=7. There is 1 ongoing since Sept for a total of 21 files
- 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
- 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**

Nathalie Paquette

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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) – withdraw these?

2020: 9 open grievances

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

2021: 8 open grievances

- 6 pending arbitration/ continued arbitration
- 2 held in abeyance (COVID vaccine/termination)

2022: 72 open grievances

- 16 pending arbitration/ continued arbitration
- 33 held in abeyance pending union grievance (mostly payroll errors)
- 23 pending arbitration decision (shift premiums)

2023: 105 Open grievances

- 48 pending arbitrations
- 1 pending mediation
- 55 held in abeyance (mostly payroll errors)
- 1 pending arbitration decision (shift premiums)

2024: 84 Open Grievances

- 62 pending arbitration/mediation
- 22 pending step 2 meeting

Treasurer

We will be setting the new budget Jan 16/25. Members will vote on the new budget at the LOCAL 13 meeting Feb 13/25. Watch your emails for the invite.

Melanie Roque
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Professional Practice

Workloads since Sept 2024

ARCC	1 (15)	Staff shortage++ (2 vacancies). Workload unmanageable. ongoing
Cardio diagnostics – Nuclear medicine	2	Staff shortages++. Multiple vacancies. On going recruitment.
Cardio diagnostics - Echo	6	Staff shortages++. Ongoing discussions – 2 groups are amalgamating on Feb 3
RT	23	Staff shortages++ (multiple vacancies). Workload unmanageable. On going recruitment issues – budget restraints – took this to CEO but no concrete solutions provided – not willing to provide market adjustment
Cancer Centre – systemic treatment	3	Ongoing – manager attempting to remove clerical duties – took this to CEO – asked for another tech but HSN not willing to do this
Hand and upper limb clinic	1	Resolved – hired a FT OT

Workloads for RT and System Informatic tech in the cancer center were escalated to the CEO and a meeting was held Dec 13/24. ONA requested a market adjustment to improve recruitment for RT's and an additional tech for NECC. The response from HSN was simply that they are considering a market adjustment, and some clerical duties were removed from the NECC techs so they would like to close these files. We replied that nothing has improved, and we would not agree to close them.

We are meeting before each LMM with Danielle Richard, the workload specialist assigned to ONA P. We have some improved language in the new CA to better address problems at the unit level instead of at 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.

Tova Jessup
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Health and Safety

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

- **Slip, trip or fall** – 5
- **Workplace violence** – 29
- **Mental stress/Anxiety** – 2
- **Strain/Overexertion** – 27
- **Critical injuries** – 3 – 2 were related to patient violence
- **Exposure** – 11 with 2 being COVID and one being illicit drug smoke exhaled into HCW's face
- **Caught in, under or between** – 2
- **Workplace Harassment** – 8 with 5 of those being sexual
- **Other** – aggravation of a previous knee injury

MOL visits – There were 3 MLSDT visits during this period as well as follow up visits to ensure orders were followed regarding a rodent issue and the proper process for investigation of a critical injury. The injury scene had been cleaned post injury

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	Tova Jessup
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 Chevrette
Health and Safety CTC	Penny Jacob, Mary Sabo