

Bargaining Unit President (BUP)

- 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**
- Please register for **ACCESS ONA** on the main website **ona.org** for updates, education and to keep your contact information current.
- **F-WORD** is the new interactive website replacing ONA's frontlines magazine. It has 3 subsections with current stories from members and event at section where members can leave anonymous rants or praise!
- There was 1 FT and 3 PT positions eliminated since Jan 2025, all these positions were vacant except for the FT job and the member was forced to take a vacant FT position. We are looking to change the layoff language in the next round of bargaining to prevent this type of reassignment.
- **CA UPDATE** - ONAP sent HSN proposed dates for negotiation for Sept/Oct. The bargaining priorities survey was emailed in March with 78 responses. The negotiations team has set our priorities and are reviewing proposals.
- Retro/pandemic pay was paid out to current employees on Dec 13/24. Retro for former employees was paid on Mar 21/25. If you feel there are errors with your retro, please reach out to Kristen our grievance chair.
- HSN continues to struggle with staffing issues in MANY areas. Please file workload forms if this is impacting your work so we can assist.
- I am retiring in Dec and ONAP is looking for a member to take the role of BUP. Please contact me if you are interested or have any questions.
- Alan Warrington was elected as ONA's Provincial Vice President.
- ONA's NursesVote campaign was successful in defeating the PC's. Volunteers made 35,607 phone calls, they handed out 1800 leaflets and made 400 door to door visits. Our Political Action Committee is always looking for members to help with these types of actions. Please join us!
- 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!
- ONA P celebrates Health Professionals' Day on June 13. Watch for you \$15 Tim Horton's card coming soon!

Michelle Beaudry

Local013bup100211@ona.org

REPORTS

Grievances

2018: 1 Open Grievances

- 1 pending continued arbitration

2019: 0 Open Grievances

2020: 6 open grievances

- 5 pending further arbitration dates
- 1 held in abeyance until RN case decision

2021: 8 open grievances

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

2022: 68 open grievances

- 15 pending arbitration/ continued arbitration
- 29 held in abeyance pending union grievance (mostly payroll errors)
- 23 pending arbitration decision (shift premiums)
- 1 MOS pending

2023: 102 Open grievances

- 30 pending arbitrations/continued arbitration dates
- 71 held in abeyance (mostly payroll errors)
- 1 pending arbitration decision (shift premiums)

2024: 70 Open Grievances

- 49 pending arbitration/mediation
- 21 held in abeyance

2025: 55 Open Grievances thus far

- Interpretation of new language (example Isolation Pay)

- "Underfill" rates of pay
- Clawing back from historic early wage increases

- Continued missed shift remedies particularly for premium tours

Want to bring forward:

- Staff not getting supernumerary remedy shifts, other members then disadvantaged

Kristen Harper

hsnparamedgrc@ona.org

Human Rights and Equity/Return To Work/ WSIB

- 15 RTW files since Jan 2025 requiring active attention and involvement. - (1 of which is 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 Max Prudhomme is now a HR BP and Surekha Thiyagarajah is now the manager of Disability Management

Christine Spence

hsnparamedhre@ona.org

WSIB

- 11 WSIB claims since Jan 2025 – Jan=3, Feb=4, Mar=2, April=2.
- Decrease in claims and wondering if they are under reported?
- 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

hsnparamedhre@ona.org

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 register for ACCESS ONA to update your information

Natalie Paquet

local013sec@ona.org

Common themes:

Treasurer

ONA local 13 budget was passed on Feb 13/25. We remain on target for 2025

Melanie Roque
Local013tr@ona.org

Professional Practice

Workloads since Jan 2025

OT - ICU	2	Workload unmanageable for one OT, managers from ICU, CMU and 8N attempting to identify where additional support is needed – budget constraints - *unresolved*
Nuclear medicine	2	Staff shortages++. Multiple vacancies. On going recruitment. Frequent OT- new schedule has assisted this
Cardio diagnostics - Echo	6	Staff shortages++. Only 1 senior tech available for advanced echoes, underfill techs training to fill positions – issue should improve in the coming months
RT	14	Staff shortages++ (multiple vacancies). Workload unmanageable. On going recruitment issues – hired externs and assistants – escalated WANS to CEO on 3 occasions, but no concrete solutions provided –HSN not willing to provide market adjustment - *unresolved*
Cancer Centre – systemic treatment	7	Ongoing –staff shortages, no coverage for sick calls/vacation-escalated this to CEO – asked for another tech but HSN not willing to do this -*unresolved*
Perfusion	2	RT shortage causing on-call perfusionist to sit ECMO 24/7 with no break relief/coverage. Management stated this is not a WAN – ONAP questioning this response

Workloads for RT were escalated to CEO 3 times. HSN has attempted to close these WAN’s and ONA has refused stating the staffing issues remain. ONAP has requested a meeting with HSN compensation to discuss a market adjustment to improve recruitment efforts. Waiting on a date. 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 but are looking to improve the language further this round of negotiations.

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
hsnparamedprwf@ona.org

Health and Safety

The following are the health and safety incidences reported since Jan 2025:

- **Slip, trip or fall** – 7
- **Workplace violence** – 35
- **Mental stress/Anxiety**– 1
- **Strain/Overexertion** –13
- **Exposure** – 3 splash incidents, 7 sharps/needle sticks, 1 exposure to C. Diff with staff ill, 2 allergic reactions
- **Caught in, under or between** – 3
- **Workplace Harassment** – 3
- **Caught in, under or between** -3
- **Struck or contacted with** -1
- **Auto accident** – 1 no injuries – employee attended ER for assessment

MOL visits – There were 4 MLSDT visits during this period:

- 1. One issue was storage of urinal containers in area near “clean” equipment. Issue was rectified on site during visit. No orders were issued.
- 2. Another report was vague, based on “air monitoring”. Inspection was done and no orders issued.
- 3. A complaint in regard to the parking lot and entrance areas was investigated and no orders were issued. This was post last ice storm.
- 4. Visit was made by the ministry to inspect the sand spreader equipment on Kubota utilized by building services to sand/ salt the walkways around building. A guard was installed in hopper so no hand or other body part could come into contact, this had been a provincial initiative by the ministry due to a serious injury in the Sudbury District.

Verne Saari
hsnparamedhs@ona.org

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, Alex Brazeau, Verne Saari, Michelle Beaudry
Labour Management	Kristen Harper, Tova Jessup, Michelle Beaudry
Health and Safety – MAIN SITE	Suzanne Lepage, Aline Pelland Eric Foerter, Christina Chevrette
Health and Safety CTC	Penny Jacob, Mary Sabo