

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 even a section where members can leave anonymous rants or praise!
- There was 3 FT positions eliminated since April 2025, each member was reassigned to a vacant position in the classification. We are looking to change the layoff language in the next round of bargaining to prevent this type of reassignment from happening.
- **CA UPDATE** - ONAP and HSN have set the following dates for negotiations: Nov 19,20,26,27 and Dec 3/25. We have set Dec 10/25 for conciliation. The negotiations team has our proposals, and we are ready for negotiations.
- HSN has established a Payroll Reconciliation Committee who meets once every 2 week to work through the following payroll issues:

Payroll Reconciliation	2022, 2023, 2024 HOOPP Adjustments	Premium Pay Issues	Claims as of Mar 16/25
244	674	1	282

- HSN continues to struggle with staffing issues in MANY areas. Please file workload forms if this is impacting your work so we can assist.
- Christine Spence is taking over the role of BUP. We have an EOI to fill the Human Rights & Equity/ Return to Work VP position.
- Our Political Action Committee is always looking for members to help with all types of actions. Please consider joining this team!
- 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 celebrated Health Professionals' Day on June 13. We handed out 850 \$15 Tim Horton's cards! Please return your unit signature sheets to me

Michelle Beaudry

Local013bup100211@ona.org

Common themes: Responsibility pay/Classification issues/"Underfill" rates of pay: The Union is finding a number of positions where someone had formerly been getting responsibility pay to do additional tasks and duties in place of creating a new classification for this individual. Recently, HSN has stopped responsibility pay but required people to continue the duties they were being compensated for, without compensation. We don't know of these agreements so staff need to reach out to us – it's possible all along you should have been reclassified vs getting responsibility pay. You need to reach out if this sounds like your position or you get asked to do similar in the future, to see if your position should be reclassified! – Managers should be doing this but, aren't so it's never flagged to us.

- Staff not getting supernumerary remedy shifts, causes others to be disadvantaged by such. This can and should be grieved to stop this common and incorrect practice managers are using.
- If a PT is missed in the call out order for an OT shift, we have agreement that the remedy is to code a regular straight time shift as OT – we have similar proposal for FT, working with HR to resolve
Call back in the Union's opinion is anytime an employee leaves the hospital and is called back to work within 24 hours of leaving. This is paid at double time. Hospital disagrees and feels it is only for those who work STANDBY, but we need to grieve to get clarity and seek the Union's interpretation be applied.

Kristen Harper

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REPORTS

Grievances

2018: 1 Open Grievances

- 1 pending continued arbitration

2019: 0 Open Grievances

2020: 5 open grievances

- 5 pending further arbitration dates

2021: 8 open grievances

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

2022: 66 open grievances

- 34 pending arbitration/ continued arbitration
- 31 held in abeyance pending union grievance (mostly payroll errors)
- 1 MOS pending

2023: 94 Open grievances

- 19 pending arbitrations/continued arbitration dates
- 75 held in abeyance (mostly payroll errors)

2024: 54 Open Grievances

- 35 pending arbitration/mediation
- 19 held in abeyance

2025: 46 Open Grievances

- 18 pending arbitration/mediation
- 10 held in abeyance
- 12 pending Step 2 response from HSN
- 6 pending a Step 2 meeting

Human Rights and Equity/Return To Work/ WSIB

- 18 RTW files since April 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
- RTW meetings are becoming a little more consistent – some managers are great, and others are very unfamiliar with the process but there has been some improvement
HSN is supposedly taking a strict stance on sick time. Increase in asking for sick notes in some areas

Christine Spence

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WSIB

- 24 new WSIB claims since April 2025 (April - 2 / May-2 / June-4 / July-12 / August-3 / Sept-1)
- Recent improvement with WSIB files. Disability management is getting more involved again. Great news!

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 register for ACCESS ONA to update your information

Natalie Paquet
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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 April 2025

OT - ARCC	2	Workload unmanageable for number of OT's, feeling rushed to get through assessments and unable to see all the patients - *unresolved*
LAB	18	Frequently short staffed due to sick leaves, senior lab tech pulled to the bench to cover, senior work goes uncovered- *unresolved
Dietitians	2	Short staffed for the level of acuity - Inpatient dietitians required to cover other units when their RD's are sick/on vacation – hoping to get a float dietitian to help cover the shortages - *unresolved
RT	2	Staff shortages (4 PT vacancies). Workload unmanageable. On going recruitment issues – hired externs and assistants – escalated WANS to CEO on 5 occasions, but no concrete solutions provided –HSN not willing to provide market adjustment - *unresolved*
Radiation Therapy	7	Working OT< feeling rushed, equipment failure, vacation waitlist taken away, no nursing support after hours-*unresolved*

Prosthetist and Orthotist	2	Short staffed, high patient acuity, unable to complete multiple required tasks, patient waitlist growing, working through breaks and lunch - *unresolved
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Workloads for RT were escalated to CEO 5 times. HSN has attempted to close these WAN's and ONA has refused stating the staffing issues remain. ONAP had a meeting with HSN compensation to discuss a market adjustment to improve recruitment efforts and HSN refused. We were able to get an increase in signing bonus for Nuclear Medicine Technologist to \$25,000. 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
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Health and Safety

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

- **Slip, trip or fall** – 6
- **Workplace violence** – 38 exercised acts of violence – 7 threats and 2 attempts at violence
- **Mental stress/Anxiety**– 3 all related to workplace violence
- **Strain/Overexertion** –34 due to patient/material handling in almost equal numbers
- **Exposure** – 4 with 2 being splash incidents from formalin
- **Struck or contacted with** -7
- **Sharps/ Needle stick injury** – 6 – occurrences range from improperly capped safety needle in garbage – patient movement during IV insertion, mishandling of sharps

MOL visits – There were 2 MSLDT visits during this period: both were in response to the large number of workplace violence issues. Orders were issued and followed up on to ensure compliance.

Please fill out an incident report for ALL workplace violence and notify the union if there is no action taken by HSN!

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 \$1000 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 Chevrete
Health and Safety CTC	Penny Jacob, Mary Sabo

ONA’s structure

ONA has 5 regions – the North is region 1
62 locals within the regions
500+ Bargaining Units within the locals
Local 13 – Local Coordinator - Tina Frappier
3 BU’s in Local 13 - RN / Paramedical / Elizabeth Centre