



**ONA LOCAL 13**  
**Paramedical Health Professionals' Newsletter**  
**April 2023**

**Bargaining Unit President**

- Please visit our website [onalocal13.com](http://onalocal13.com) for 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)
- ONA is turning 50 in 2023. Watch your email for coming events.
- Cathryn Hoy stepped down as provincial president. Erin Ariss has been elected as the new provincial president.
- There have been 4FT and 3PT positions eliminated since Jan 2023, resulting in one layoff that we are currently working through.
- ONA P completed 5 days of negotiations with HSN. We have some items in agreement signed, however there are many that we cannot agree to. We have a date for conciliation on May 10. Once this is completed, we will go to interest arbitration. All terms and conditions of the current CA are frozen until the new CA is awarded.
- The pay equity award between OPSEU and the OHA was emailed to members. We are waiting for clarity from HSN on payments for the former-OPSEU members. ONA is still working on pay equity for the former-non-union members. Please note this will take some time to complete.
- HSN continues to struggle with staffing issues. Please file workload forms if this is impacting your work, so we can assist.
- **MyHSN** has resulted in many, many issues. HSN has started sending email notifications regarding individual reconciliations. Please reach out to me or Kristen Harper to file grievances if you have issues that remain unresolved. Please keep track of ALL your hours to be sure you are paid correctly and that your seniority, pension contributions and vacation are correct.
- ONA has one last day of action for better staffing, wages, and care on April 23/23. We are collecting signatures from the community to present to Doug Ford at the legislative assembly in May.
- Health professionals' day is in June. We will be distributing \$15 Tim cards. I will be sending out members lists for our reps to update shortly.
- Elections for all local 13 positions will take place in June. The call for nomination will be emailed shortly and if necessary, the vote will take place the week of June 12/23

Michelle Beaudry  
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**REPORTS**

**Grievances**

- 2018: 1 Open Grievances**
- 1 pending further arbitration dates
- 2019: 5 Open Grievances**
- 5 held in abeyance until bargaining (all surrounding 8 weeks of schedule posted)
- 2020: 17 open grievances**
- 8 pending arbitration
  - 4 pending a decision from arbitration
  - 2 pending decision from arbitrator
  - 1 pending mediation
  - 2 held in abeyance
- 2021: 30 open grievances**
- 23 pending arbitration
  - 1 pending mediation
  - 6 held in abeyance (COVID swabbing grievance results on their way soon!)
- 2022: 86 open grievances**
- 60 pending arbitration
  - 2 pending mediation
  - 24 held in abeyance
- 2023: 77 Open grievances**
- Most awaiting step 2 meetings or responses
- Common themes are payroll issues related to **MyHSN**

Kristen Harper  
[kristenhjm@yahoo.ca](mailto:kristenhjm@yahoo.ca)

**Human Rights and Equity/Return To Work/ WSIB**

- 28 RTW files since Jan 2023 requiring active attention and involvement. - (13 of which are ongoing from previous report)
- Improvement in the way disability management is handling files
- Laura Thompson has returned as manager – significant increase in RTW meetings and touch points – good thing
- 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**

- 9 WSIB claims since Jan 2023.
- Communication system with HSN, Laura Thompson, is working well.
- Disability management advisors are now taking over WSIB claims.
- Greatest hurdle is making sure members appeal their denials and the time it takes the ONA WSIB Appeal Team to assist.

• **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](http://www.ona.org) and on the home page, under Quick Links you can update your information**

Colleen Kennedy  
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**Treasurer**

Our 2023 Budget was passed at the Feb 16/23 meeting.

Tina Frappier  
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## Professional Practice

Workloads since Sept /22

4S	2	PTA staff shortages, no contingency plan in place for several weekends when it is known there will be no PTA staff. Heavy patient volumes make workload unmanageable
IRU	3	Staff shortages. 2 FT physiotherapists away leading to insufficient amounts of time for assessments and discharges. Reactivation workers fully booked, difficult to manage over-census patients
Lab	2	Staff shortages, heavy collections spilling over from the morning shift

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  
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## Health and Safety

The following are the health and safety incidences reported since Jan 2023:

- **Slip, trip or fall** – 9 - Majority of which were outside in parking lots due to ice storm.
- **Workplace violence** – 9- Three persons who were involved with one patient in psychiatry.
- **Mental stress** – 4 - Three of those being due to experiencing patient violence on SDU5 north.
- **Strain** – 13 - with half being patient handling.
- **Sharps** - 3
- **Exposure** – 21 - with fourteen of those being COVID. Others were splashed by chemicals and two were due to chemical agents being used by police to subdue patient on six north psychiatry.
- **Contact with or by** - 4

There was one MLSTD visit with regards to a sharps injury with no orders issued.

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 education. 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

We are looking at expanding the ways you can qualify for education dollars. Stay tuned for updated local policies at the Feb 16/23 meeting. Any suggestions are welcome

## Additional Notes for Grievances

- With payroll errors we have previously expressed to members, inform your manager of errors ensure they are filing reconciliation forms (done by the manager but you should get a copy) and if not corrected with payroll, please reach out to file a grievance in a timely manner.
- 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

## Governance Structure of ONA

### Provincial Level

Provincial President – Provincial Vice President - CEO – Board of Directors

Board of Directors is comprised of the V.P. for Regions 1-5

**Regions are divided into LOCALS** – There are 63 locals in Ontario

**Locals are divided into BARGAINING UNITS** – There are over 500 Bargaining Units

### Local Level

Each LOCAL has an executive comprised of the Local Coordinator, Bargaining Unit Presidents (BUPs), Secretary and Treasurer

Each BU has an executive comprised of a BUP, Grievance Chair, VP health and safety, VP human rights and equity and RTW, VP of professional practice/workload