



# Local 83 Message

December 2011

Ontario Nurses' Association

**The Local office contact is 613-731-1314 or, e-mail us at [onalocal83@onalocal83.org](mailto:onalocal83@onalocal83.org)**

**Check out the Local 83 website [www.onalocal83.org](http://www.onalocal83.org)**

**Frances Smith  
Local Coordinator &  
TOH BUP ext 222  
[Local83@ona.org](mailto:Local83@ona.org)**

**Susan Blair: (PRC Rep)  
1st Vice-Coordinator &  
Vice-BUP TOH ext 224**

**Sandra Kendrick:  
Treasurer ext 223**

**Sandy Stewart:  
Local Secretary ext 267**

**Linda Belec:  
Grievance Officer ext 250**

**Marilyn Leney: Site VP  
Civic Campus ext 251**

**Sandy McEwan: Site VP  
Heart Institute ext 253**

**Eric Drouin: Site VP  
General Campus ext 260**

**Nancy Jacobs: Site VP  
Riverside Campus ext 261**

**Interested in ONA  
education? Call the Local  
Office to register for  
workshops in 2012**

**Louise-Marie  
Office Manager  
Ext. 0**

**WSIB – hurt yourself at work,  
contracted an occupational  
illness? Fill out an incident  
report, see your physician –  
report it!  
Call the Local if you need help.**

**CNO – Registration renewal  
is on-line only - deadline is  
December 31, 2012**

Hello Ward Reps and ONA Members,

The 2011 fall months have drawn to a close and Winter is upon us. Your Local 83 Executive wish everyone season's greetings this last week before Christmas. For those of you working over Christmas or New Years, work safe and enjoy the time you spend with your family and friends! Please share this message with your co-workers and post on the unit.

The executive delivered copies of the new Central Collective Agreement (CCA) to the units at TOH earlier this fall. Please call the Local office if more copies are required in any unit.

The Local Collective Agreement (LCA) is in printing and is anticipated to be delivered to your units early in the New Year.

November 2<sup>nd</sup> was the Ward Rep Information Day that many of you were able to attend. ONA President, Linda Haslan Stroud, and ONA Region 2 VP, Anne Clark, participated in this exciting day – sharing how they became Union Activists. ONA represents over 54,000 RNs and other Allied Health Care Workers as well as more than 16,000 Nursing Students in Ontario. ONA negotiates the working conditions and wages for members who they represent in Hospitals, Long Term Care, Public Health and the CCACs. ONA lobbies the Provincial and Federal Governments on behalf of our patients and clients advocating for a strong publicly funded and publicly administered Medicare system. ONA also reminds the public and all levels of Government that Registered Nurses are the MVPs in Health Care – being the best value for money in providing excellent care to the citizens of Ontario. For more information go to [www.ona.org](http://www.ona.org)

Many of the Reps expressed concerns about the 6<sup>th</sup> consecutive illness provisions in the contract. There was some clarification given, if the illness causing sick leave reoccurs within 3 weeks of the sick leave – it would be considered one occurrence. This will be of benefit for those of us who have a chronic illness as well as reoccurrences. It is very important to contact Occupational Health to inform them that the illness causing sick leave is a reoccurrence or the result of a chronic ongoing illness. More importantly, if you have a chronic condition that may impact your ability to attend work at times – make sure Occ Health is aware! Please tell your co-workers to keep a record of whom they talk to in occ health and copies of any medical certificates they bring in to them.

Have any questions about the Attendance Management Program at TOH? Call the Local and speak to your Site VP.

According to the **College of Nurses**, it is our professional responsibility to report any issues or working conditions that impact our ability to provide safe and effective quality patient care to the employer. In the CCA, Article 8 – Professional Responsibility (p. 24), describes the process to notify management of a professional responsibility concern or issue.

First step is to discuss the issue with your co-workers to develop strategies to meet patient care needs. Next immediately notify your manager or his/her delegate what assistance or resources are required to resolve the workload issues.

If the workload issue is not resolved at the time of occurrence or is on-going – fill a **Professional Responsibility Form**. Give the top copy of the form to the manager, keep a copy for yourself and put the rest in the ONA box at your site. Discuss the issues with the manager within 5 days. The manager is to provide you with a response within 5 days of discussing it with you. You can have an ONA rep to support/assist you during any meeting with the manager to discuss resolution of the workload/professional issues.

ONA Local 83 is committed to assisting our members resolve workload/professional responsibility issues at the unit level and advancing them to the Hospital-Association Committee to be dealt with if need be. As such, the Vice BUP, has been appointed to be the lead PRC rep to assist any members/units with the professional responsibility issues they identify.

Any questions? Contact the Local office!