



Local 83 Newsletter

June 2010

Ontario Nurses' Association

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**Check out the Local 83
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www.onalocal83.org**

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Message from Frances Smith

Cutting Nurses Cutting Care- mark **June 24, 2010** on your calendar. That is the day that the members of ONA Local 83 are "mourning" the loss of positions at the bedside impacting the quality of care that our patients deserve. The Local has received layoff notice of 90 RN positions since February and is still going through the bumping process. TOH has cancelled approximately 200 previously posted RN positions over the last several weeks. The hospital is closing 28 in-patient surgical beds at the Civic. There will be increased closure of operating rooms over the summer. The other union groups at TOH are experiencing significant impacts also, resulting in cutting of the support staff that enable the RN to give quality patient care.

TOH has been at greater than 100% occupancy and had to cancel hundreds of elective surgeries since the beginning of the year. There has been numerous times this year that our patients have had to be cared for in the hallways of units or sit in the ER waiting for beds. Think of the number of times that "closed beds" have been opened to admit patients with no increase of staff to help care for them. Think of the number of times you have gone home after working your shift sick at heart because you did not have the time or resources to give your patients the care they deserve.

All of these "cuts" are a direct result of the Ontario government putting a stranglehold on health care funding. Hospitals are not allowed to run a deficit and with the less than expected funding increase – must cut services and positions to balance their budgets.

What can you do? Some nurses are planning to wear a black uniform to signify their mourning of job losses and concern for quality patient care that our community deserves. We encourage everyone working to wear a black uniform or ribbon to signify we are in "mourning" as a result of the funding cuts to Health Care impacting patient care. Come support the information rally planned on June 24th from 1300 to 1600 hr. The Local will have more information on our website and fan it out through the ward reps to share with their co-workers about where the rally is. If you are not working or on a break during the 24th please come out to support the rally and your co-workers.

You, your families and neighbors can write or email your MPP, the Minister of Health and Premier Dalton McGuinty about the stranglehold on health care the province announced with the last budget earlier this spring. What happened to the monies from the "health care premium" that Ontarians pay each year with their income tax? The politicians must be told about the community's concerns around health care. Eastern Ontario already has some of the longest wait times for access to Health Care in the Province.

Local Elections for the executive and other elected committees are October 19, 2010.

Interested in becoming involved? Then check out the Local website for the call for nominations and put your name forward!

Check out the ONA website and professional responsibility. Go to the CNO website to review the standards

Don't forget the next GENERAL MEMBERSHIP MEETING! October 21, 2010 Place and Time to be announced.

PROFESSIONAL RESPONSIBILITY COMPLAINT FORM (PRCF)

PRIOR TO SUBMITTING THE WORKLOAD REPORT FORM, PLEASE FOLLOW ALL STEPS AS OUTLINED IN THE COLLECTIVE AGREEMENT.

Steps to follow re: ONA professional responsibility complaint form

At the time the workload issue occurs, **discuss the issue within the service to develop strategies** to meet patient care needs using current resources.

PROBLEM SOLVING PROCESS

If necessary, **using established lines of communication**, seek immediate assistance from an individual(s) identified by the Hospital (**manager, CF, CN or Coordinator**) who has responsibility for timely resolution of workload issues.

Failing resolution of the workload issue at the time of occurrence, **the Nurse(s) will complete and send the Professional Responsibility Complaint Form (PRCF) to her or his Manager** and will discuss the issue with the manager **on the next day that the manager and the Nurse(s) are both working or within five (5) calendar days, whichever is sooner**. The manager will provide a written response to the complainant(s), with a copy to the Bargaining Unit President.

Please give the first page of the form to the manager, keep one copy and put the rest in the ONA box.

If no satisfactory resolution is reached during steps above, **then please notify the Site VP at ONA Local 83** within twenty (20) calendar days of the alleged improper assignment. The Hospital-Association Committee or a unit meeting with the staff, manager and ONA shall hear and attempt to resolve the complaint to the satisfaction of both parties and report the outcome to the parties and the Committee.

Failing resolution of the complaint the Form may be forwarded to an Independent Assessment Committee as outlined in your Collective Agreement

Often in the past when we would fill the PRCF, we would call it a "workload grievance", which they are not. Filling one is a method of communicating with our managers and the hospital about any workload/concerns that interfere with our care for the patients.

Some of the reasons to fill out a PRCF – patients being admitted to the hall or closed rooms being opened to admit with no increase in staff. Patient acuity, patient death and dealing with difficult families without the resources required. Missing breaks because of the acuity of the patients. Being required to do portions of care assigned to less skilled co-workers resulting in fragmentation of patient care. Not having appropriate resources available to provide care for the patient. Not replacing sick calls or replacing them with lesser skilled staff.

You know your workplace and what you need to give excellent patient care. With open transparent communication, staff and the manager can resolve workload issues at the unit level. ONA and the Local is here to help you through this process.