



## **ONA LOCAL 83 WINTER 2008-NEWSLETTER**

### ***Local Coordinator's Message—Rita Wayne RN***

The central negotiation team has been meeting with the OHA (Ontario Hospital Association) throughout the month of January 2008. The time lines were very tight and the goal, as always was to get a negotiated contract. Your representatives at the Central table from Region 2 were Rita Wayne, PT representative and Frances Smith, FT representative. We were committed to representing all of the members of Region 2 including those of Local 83 to the best of our ability. It was my privilege to represent this area for a second time and the combined knowledge at that table was remarkable.

Alberta had recently ratified their collective agreement and I know that Alberta bound was in all of our minds. That being said we needed to deal with the realities of Ontario's economy. Through the "Have a Say Questionnaire" the priorities of the 52,000 members of ONA set the terms and conditions of negotiations. We collectively made decisions that were in the best interest of the members. We were needed to make difficult decisions we returned to the priorities that our members identified as important to them.

After our last week of mediated negotiations the talks broke down, but dialogue continued. On February 6, 7, 2008 the team was back in Toronto for an all night round of bargaining. Through a lot of negotiations and late calls to the Ministry, ONA was given 100 million dollars to use at their discretion. This was a one time offer and needed to be spent by the end of the fiscal year March 31, 2008.

Upon receipt of this newsletter we will have either ratified the Central Collective agreement across the province or are on our way to arbitration. I sincerely hope that this contract is ratified, so that the members can see a direct financial benefit immediately, the signing bonus. Increased wage increments of 3.25% in year one and 3% in each of the next two years. There are a number of other incentives that will benefit all the members in Ontario. Increased shift differentials, student supervision .60c/hr. increased dental, physio, chiropractic and massage. Better vacation entitlement and progressive language in physician disruptive behaviour.

Just as one set of negotiations is rapping up, we are beginning the Local Negotiations. Unlike the Central, these negotiations do not deal with benefits or monetary issues but with scheduling and professional issues. Included in this newsletter is a LOCAL "Have a Say Questionnaire", please take a few minutes to fill this out and return it to the ONA box in your respective site. The response will guide the team in making their priorities during Local negotiations. Once again the time lines are very tight and April is the scheduled negotiation dates.

Your Team is comprised of Daniel Renaud LRO, Rita Wayne Chair, Susie Blair HI, Eric Drouin General, Colleen Hanley Riverside, Heather MacDonald Civic and Frances Smith General. The spring is gearing up to be a busy season for the entire Executive who was elected to represent you at your perspective sites, the grievance officers who ensure that the collective agreement is honored by the Employer and you treasurer that ensures your money is accounted for.

The **June PCM will be in Ottawa this year**. The Provincial Coordinators Meeting is an opportunity for all the members to see how the provincial organization works for their members. All Local 83 members are encouraged to attend and participate in the meeting. There is no registration fee, and you can contact the office of Local 83 to register. Please come and see what your union does for you.

## **First Vice-Coordinator-Susan Blair**

**Incident Reports** are a key information gathering tool for you, especially if you are injured and can not perform you daily duties as a Nurse. Please fill them out clearly and report this to your supervisor in a timely matter. Print your address clearly and where the incident has happened. Staff safety and patient safety go hand in hand. Protect yourself and your family. ONA is actively involved at the Joint Health and Safety Committee. Reviewing incident reports are done on monthly bases. Under the Health and Safety Act the hospital has to notify the Union and the JHSC member about incident that require medical treatment and first aid. ONA will be monitoring this process and calling our members to ensure that they have all the appropriate answers.



**Coughlin Insurance** is aware of the benefits that are negotiated in ONA Central Collective Agreement. If you are having extensive work that is over \$500.00 always get a written pre determination for that work. If you are receiving conflicting answers or have any question, please contact the ONA office. WE may not always know the answer but we can either find it out for you or direct you in the right direction

**HOOP free accrual** means that when you are off from work for a long period of time you are accruing service and pension able earnings. It must be approved by HOOP. A letter will come from the Hospital to apply for this when you are off work for an extended period of time. PLEASE follow the instructions carefully and **in a timely matter**. If you have any question, do not hesitate to call the ONA office. It is in your best interest to do so.

Reimbursement of Medical forms such as TOH Employee forms and Physician forms that are required to be filled out due to sick leave and return to work are through the HR. It has come to ONA attention that this is not always being done. Please call the ONA office if you have any questions. It is in our central collective agreement.

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If we can be of service for you, please do not hesitate to call the office at 613 731-1314. Office hours are from Monday to Thursday from 07:30 am (or even earlier) to 13:30. Our Web site address is: [WWW.ONALOCAL83.ORG](http://WWW.ONALOCAL83.ORG) and our email is: [onalocal83@onalocal83.org](mailto:onalocal83@onalocal83.org)