



To: Bargaining Unit Presidents, Nursing Homes Sector

From: Melissa Tilley, RN, Chair, Nursing Homes Provincial Negotiating Team

Date: January 26, 2024

Re: **Nursing Homes Provincial Negotiating Team (NHPNT) Update**

C: Board of Directors, Local Coordinators, NHPNT, Staff

I am writing to you as your newly elected Chair of the Nursing Homes Provincial Negotiating Team (NHPNT). I would like to introduce the members of the team, who are privileged to represent you:

Region 1 – Christopher Bolestridge, Elizabeth Centre (Jarlette), ONA13

Region 2 – Melissa Tilley, Springdale Country Manor (OMNI), ONA105

Region 3 – Genevieve Tiri, Sienna Senior Living, ONA111

Region 4 – JoAnn Carey, Valley Park Lodge (CONMED), ONA9

Region 5 – Irene Aguiar, Iler Lodge (Revera/Extendicare), ONA8

Ex-officio

Erin Ariss, Provincial President
Angela Preocanin, First Vice-President
Andrea Kay, Chief Executive Officer

Your team is ready to go! The NHPNT completed its formal orientation this week, and we accomplished much work heading into our bargaining dates with our employer representatives in April.

We reviewed the responses from the nursing homes Have Your Say bargaining survey, and the feedback from the regional demand-setting meetings that identified your bargaining priorities. More than 1,200 members' comments were included in this survey and we have read each and every one of them. The comments from the survey and the meetings have many similar and consistent themes, which we will address in bargaining.

The team, supported by negotiations staff, reviewed the current contract, current research and direct feedback from members on identified issues. The current state of health care, the threat to our public health-care system, and the realities we find ourselves practicing in, have formed the basis of the proposals that we will be sharing with you, and that you will vote on.

For the first time in our provincial nursing homes bargaining history, ONA members will review, discuss and directly vote on the proposals that your elected NHPNT will bring forward to the Participating Nursing Homes. This process is a major shift for us, and we are excited to move full-steam ahead with this initiative.

Stay tuned for more details on how members can register to attend one of the ratification of demands meetings on Thursday, March 7 (11 a.m. to 1 p.m. or 6 p.m. to 8 p.m. ET).

We have set the following dates for negotiations with the Participating Nursing Homes: April 15 to 19 and April 30. We have not finalized the Memorandum of Conditions for Joint Bargaining. Once it has been signed, it will be sent to you.

If we are unable to resolve the issues at bargaining, ONA and the Participating Nursing Homes have agreed to mediate any outstanding issues. Mediation will take place with Mediator Sheri Price on May 1 and 2. Should we not settle at mediation; we have agreed to proceed to arbitration before Arbitrator John Stout on June 26.

We will be communicating on our progress and upcoming planned actions for members related to bargaining through emails, social media and on ONA's website at www.ona.org/nhpnt.

To assist the NHPNT in communicating our progress to members, we ask Bargaining Unit Presidents to add NHPNT updates to their meeting agendas, to post them on their worksite bulletin boards, Local website and/or social media, and to provide hard copies where members do not have access to our website.

If you have any questions for the NHPNT, please contact ONA Provincial President Erin Ariss at erina@ona.org; Erin will ensure that any questions are brought to my attention.