



To: Victorian Order of Nurses (VON) Bargaining Unit Presidents

From: Lorna Thompson, RN, Chair, VON Provincial Negotiating Team

Date: October 24, 2024

Re: **VON Provincial Negotiating Team (VONPNT) Update**

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

I am writing to you as the newly elected chair of the 2025 VON Provincial Negotiating Team (VONPNT). I would like to begin by introducing the members of the team who are privileged to represent you:

Linda Evans, VON Durham, ONA51, Region 3

Lucja Masoom, VON Thunder Bay and District, ONA14, Region 1

Heather Opthof, VON Sarnia-Lambton, ONA19, Region 5

Lorna Thompson, VON Toronto/York-Peel, ONA43, Region 3

Ex-officio

Erin Ariss, Provincial President

Angela Preocanin, First Vice-President

Andrea Kay, Chief Executive Officer

Your team is already preparing for bargaining in 2025! The VONPNT began its orientation October 3-4, 2024. Further orientation will occur February 10-12, 2025.

Thank you for completing the online Have Your Say bargaining survey, which we have reviewed, including your VON sector bargaining priorities. We have read each and every one of your comments from this survey. The comments have many similar and consistent themes, which we will address in bargaining.

The team, supported by negotiations staff, identified member priorities from the Have Your Say bargaining survey, reviewed the current realities in the VON sector, the current state of health care, the threat to our public health-care system, and the realities we find ourselves practicing in. The team also engaged in planning mobilizing activities for all to get involved in.

For the first time in our provincial VON bargaining history, ONA members will have the opportunity to advise the team on their demands for the upcoming round of

bargaining. This will happen through a demand-setting meeting. This process is a major shift for us, and we are excited to move full steam ahead with this initiative.

Have your members register to attend the demand-setting meeting on Tuesday November 19, 2024 (6 p.m. to 9 p.m. ET). Register here:

<https://ona.zoom.us/meeting/register/tJYsdO-hrj4tHdbBEOxOvvtSzzbOUd8J82XD>

This is your chance to tell us what you would like to see in your next contract.

The team will convene again in February to begin the process of developing proposals based on members' feedback from the demand-setting meeting and the Have Your Say bargaining survey. Once this work is completed, there will be a meeting where the team will share the demands with membership and ask you to vote on the initial package.

We will communicate our progress related to bargaining to members through email, social media and on ONA's website at <https://www.ona.org/bargaining>.

We have set the following dates for negotiations with the Participating VON branches: April 7-9 and April 29, 2025. The Memorandum of Conditions for Joint Bargaining will be sent to you when it is signed.

If we are unable to resolve the issues at bargaining, the Participating VON branches and ONA have agreed to mediate any outstanding issues. Mediation will take place April 30 and May 1, 2025. If a settlement is not achieved during bargaining or mediation, one date in June 2025 will be confirmed for arbitration.

To assist the VONPNT in communicating to ONA members on our progress, we ask Bargaining Unit Presidents to add VONPNT updates to your meeting agendas, post them on your worksite bulletin board, local website and/or social media, and provide hard copies where members do not have access to ONA's website.

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