



**To:** Bargaining Unit Presidents, Hospital Sector

**From:** Jason Dupras, RN, Chair, Hospital Provincial Negotiating Team

**Date:** January 17, 2025

**Re:** **Hospital Provincial Negotiating Team (HPNT) Update**

**C:** Board of Directors, Local Coordinators, HPNT, Staff

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Your HPNT completed its first week of bargaining with the Participating Hospitals January 13-17, 2025. We have signed the Memorandum of Conditions for Joint Bargaining with the Participating Hospitals. It is attached for your information.

Your team has put forward proposals that address your priorities, as identified in ONA's Have Your Say bargaining survey and at the regional demand-setting meetings. It was made crystal clear to the Participating Hospitals that Registered Nurse (RN) patient ratios and job security are the top priorities for our members. We will not accept concessions, and we continue to defend against "innovative and adaptive" language that considers us commodities that will further strip our member's rights and gut our collective agreement.

After a challenging week of bargaining, the fight for our members' priorities continues. We remain focused on reaching a negotiated settlement that reflects the demands of our members and the needs of our communities.

The time is now for RN patient ratios. Our patients deserve better. We deserve better. We will not be silenced. All of your voices are needed. **Get out and get loud on January 29, 2025 at the All-Out Rally at the Hilton Hotel Toronto, 145 Richmond Street West.** Go to our website to register.

Bargaining will resume January 27-28, 2025. If we are unable to resolve the issues during bargaining, the Participating Hospitals and ONA will proceed to mediation with Mediator William Kaplan from January 29-30, 2025. Should we not settle at mediation, we have agreed to proceed to arbitration before Arbitrator Sheri Price on April 2-3, 2025.

We will be communicating on our progress and upcoming planned Bargaining Action Team mobilizing meetings for members related to bargaining through email, social media and on ONA's website at <https://www.ona.org/bargaining>.

To assist the HPNT in communicating to ONA members on our progress, we ask Bargaining Unit Presidents to add HPNT 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 ONA's website.

If you have any questions for the HPNT, please contact ONA Provincial President Erin Ariss at [president@ona.org](mailto:president@ona.org); Erin will ensure that any questions are brought to my attention.