



To: Bargaining Unit Presidents, Hospital Sector

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

Date: April 24, 2025

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

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

The Ontario Nurses' Association (ONA) and the Ontario Hospital Association (OHA) concluded their interest arbitration hearing before Arbitrator Sheri Price and nominees Philip Abbink (ONA) and Brett Christen (OHA) on April 17, 2025.

ONA continued to make it clear to the Board that safe staffing, job security and wages were our members' top priorities in this round of bargaining. In the last round of bargaining Arbitrator Kaplan restored ONA registered nurses' status in the hospital sector as the highest paid in Canada. In front of this Board we forcefully argued that our members must remain the highest paid in the country (top of market).

ONA called the world's leading expert on safe staffing, Dr. Linda Aiken, to testify in front of this Board. Dr. Aiken testified that "Chronic hospital nurse understaffing is a primary root cause of nurse burnout, job dissatisfaction, and failure to retain qualified nurses." This evidence was unchallenged by the OHA and hospital administrators. Dr. Aiken's independent report can be found in [Access ONA](#).

The OHA ignored the ongoing threat to the health and safety of nurses. In fact, on the last day of hearing none of the Participating Hospitals' bargaining committee bothered to show up. Instead, the OHA tabled proposals that were hostile to ONA members' health and safety.

ONA and the Participating Hospitals' respective arbitration briefs will be posted on Access ONA before the end of the month.

After four days of arbitration (April 2, 3, 14 and 17), we now await the Arbitration Board's binding decision, which is expected by July 2025. We will be planning our virtual hospital sector meeting to be held after the decision is released.

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