

Nursing Homes Provincial Negotiating Team

Name: Chris Bolestridge

Nominee For: Region 1 Full-Time Representative

I am honored to submit my nomination for Region 1 Representative (Full-Time) on the Nursing Home Provincial Negotiations Team. Having served on the 2024 team, I am eager to continue the momentum we built and to further advance the priorities of our sector.

With over 20 years of experience as a Registered Nurse across hospital, home care, and long-term care settings, I bring a broad and informed perspective to the table. For the past four years, I have worked at the Elizabeth Centre, a 128-bed Jarlette home near Sudbury, where I've witnessed firsthand the challenges and dedication of our long-term care professionals.

During the last round of bargaining, it became clear that while we made historic strides—such as securing a groundbreaking 12% wage increase over two years—many critical goals remain unmet. We continue to face disparities in benefits, disability and leave provisions, wages, staffing ratios, and contract language compared to our hospital sector counterparts. Achieving true parity will require sustained, multi-round negotiations and unwavering commitment.

What stood out most during the last negotiations was the power of collective action. Despite employer resistance at the bargaining table, it was the unified voice of our membership—through political action and grassroots mobilization—that forced recognition. As I said early in the process: we need to fight. We can no longer allow employers to disregard our needs. We must stand together and demand the respect and resources we deserve.

Throughout the past two years, I've engaged with members across Region 1 and the province. A consistent message has emerged: our sector not only wants more—it needs more. Our residents are older, sicker, and more complex than ever before, yet we continue to work in environments that are understaffed, under-resourced, and unsafe. Meanwhile, employers prioritize profits over people.

We must demand:

- Safe working conditions
- Improved work-life balance
- Fair staffing ratios
- Equitable compensation and benefits

These demands will only be realized if we unite our voices and act collectively. Bargaining is one of the most powerful tools we have, and your input is essential. Whether through the “Have Your Say” survey or direct conversations, every perspective matters. Your concerns are valid, and they are heard—by me, by the team, and by ONA leadership.

What I learned most from the last round is that real insight comes from listening—at rallies, engagement meetings, and every opportunity to connect with members. These conversations shaped our strategy and helped us push for meaningful change.

While we didn’t achieve everything we set out to, we made significant progress. But the fight is far from over. Employers remain disengaged and indifferent. That’s why we must continue to push forward—together.

I am committed to being your voice at the table and your advocate on the ground. I understand that this is a long-term effort, and I am ready to continue the work. With your support, I will help lead us toward lasting, transformative change.

Let’s keep the momentum going.



Signature of Nominee