

85 Grenville St, Toronto, ON M5S 3A2
Attention: Members' Assembly
(Time-sensitive message enclosed)



Only 1 in every 7 members have been randomly selected to receive this important invitation
You are being called to join the Ontario Nurses' Association Members' Assembly

Laural Sample
#123-678 Maple Crt
North Bay, ON P1A 2B3

Important / Please open and read

Deadline
October 31
Respond Today

Dear Fellow ONA Member,

As our union continues to grow and advocate for our members across Ontario, we believe it's essential that our strategic direction reflect the priorities, experiences and aspirations of members like you. **This is ever more important with continual attacks on labour that are faced not only by ONA but the majority of other unions across Ontario and the unrelenting changes and challenges we face in the workplace.**

We've all heard the corporate language about strategic planning before. At ONA, planning is different. It is member focused. **Our aim is to find a clear direction for ONA that acknowledges the issues we face now and those we will face tomorrow, all the while putting members at the centre of our work.**

So, this letter is a special invitation to you. We want you to join and serve on the Ontario Nurses' Association Members' Assembly on Strategic Planning. The Assembly will help shape ONA's strategic direction for the years ahead by bringing a group of representative grassroots members directly into our planning process.

It doesn't matter if you are engaged or have experience in union work. What matters is your willingness to help make things better for all ONA members.

Thirty randomly selected members will serve on the Assembly, meeting over four engaging days in March 2026 in Toronto to learn about ONA's current state, examine our strategic priorities and develop informed considerations for ONA's next strategic plan.

We want you to consider signing up, because we need the voices of ONA members like you.

This letter is an invitation to any ONA member in good standing to volunteer as a candidate for the Members' Assembly.

With the support of ONA leadership, staff and independent experts, the Assembly will learn about our union's current strategic plan, its implementation and impact, and the broader context of labour in Ontario. Together, Assembly members will deliberate on ONA's priorities and develop considerations that will inform the work of a Strategic Planning Guidance Group. This Guidance Group will use the Assembly's considerations alongside their organizational expertise to develop a comprehensive strategic plan for review and approval by the Board of Directors.

Ultimately, the Members' Assembly will help set the 5-year direction of ONA.

You do not need to be an expert to participate. It's your perspective and experience as a grassroots ONA member that matters most. From all the members who respond to this invitation to volunteer, thirty people will be randomly selected in a way that ensures broad representation from across all five ONA regions as well as by years of membership, gender and other characteristics. The lottery process is a random and anonymous draw — neither the board nor anyone else is able to influence the outcomes.

If you have any questions about how you can participate as a member of the Assembly, please call the Assembly hotline at 1-844-532-7136 or email assembly@ona.org

What you'll do as an assembly member:

As a member of this Assembly, you will meet, break bread and work with 29 other ONA members from across Ontario. *Together, you will:*

- ➔ Learn about ONA's current strategic direction – understand what we've accomplished, what's working, what challenges remain, and the external factors that affect members and our union's work;
- ➔ Explore member priorities and values – identify what matters most to nurses and health-care workers across Ontario and how our strategic direction should reflect these priorities; and,
- ➔ Develop informed considerations and present findings – work together to create strategic recommendations that will be shared with ONA leadership to shape our collective future.

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Who can and should participate?

Membership is open to any ONA member who is currently with entitlements. • You must be able to attend all Assembly sessions — this is essential for the integrity of the deliberative process. • There is no cost to participate — all Assembly expenses are covered by ONA.

This is an important chance to learn something new, contribute to a larger community made up of people just like you and empower yourself by learning about how grassroots members can guide our union.

From the pool of volunteers who respond to this invitation, 30 people will be randomly selected to ensure broad representation from across ONA's five regions and the diversity of our ONA's membership.

ONA wants your input on our strategic direction

Members of the Ontario Nurses' Association Members' Assembly on Strategic Planning will meet over four days in March 2026, with a preceding online orientation session.

Assembly members must be able to join us for every session.

Online Orientation: Wednesday, January 7, 2026 (6:00 to 8:00 p.m.)

In-Person in Toronto: Sunday, March 22, 2026 through to Wednesday, March 25, 2026

All meals, accommodation and travel costs will be provided. • We will ensure members are able to take time from work to participate and are made whole. • We will work with you to secure time away from your workplace and provide fair compensation for any work missed. • Additional supports can be arranged individually, such as childcare and eldercare arrangements.

To volunteer for the Members' Assembly, please: register online at **www.ona.org/assembly**; call **1-844-532-7136**; or, mail in the enclosed card by October 31, 2025.

ONA's strategic direction, our future, must reflect the voices and priorities of its members. It is our priority to ensure that members —like you— are at the heart of this planning work.

In solidarity,



Erin Ariss, RN
President
Ontario Nurses' Association



Andrea Kay, RN
Chief Executive Officer
Ontario Nurses' Association

How to register:

Three quick and easy ways you can register as a volunteer for the Members' Assembly:

- ➔ Register securely online at www.ona.org/assembly;
- ➔ Call 1-844-532-7136 to register by phone; or,
- ➔ Complete the enclosed Member Response Card and mail it back using the enclosed envelope.

Please ensure you register by October 31, 2025. If you are selected for the Assembly, you will receive an email on November 5, 2025 and we'll set up a phone call to share more details, answer any questions you may have and start planning for your time on the Assembly.

Before registering, please check your availability and hold all dates and times for the Assembly sessions. We will work with you to ensure you have formal time away from your employer to serve on the Assembly.

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Frequently Asked Questions

Ontario Nurses' Association Members' Assembly

What is a Members' Assembly?

A Members' Assembly is a group of randomly selected grassroots union members tasked with closely examining strategic issues and making consensus recommendations to union leadership that reflect the concerns and priorities of the membership. Members' Assemblies are well-suited to examine complex organizational questions because they provide grassroots members with the opportunity to learn, discuss and find consensus between people with different perspectives, experiences and backgrounds across the union. Members' assemblies, or citizens' or residents' assemblies, are often used by public organizations to include representative members of the public in the development of policies, plans or making very hard decisions. The goal is to ensure that regular, grassroots members, have a seat at the planning table.

Why is ONA forming a Members' Assembly on Strategic Planning?

ONA is forming a Members' Assembly so that grassroots ONA members who represent the diversity of our union (ages, ethnicities, designations, locations, etc.) have a hand in shaping our next strategic plan. As we build on the success of our current strategic plan and look toward the future challenges and opportunities facing our members in Ontario, we want to ensure that grassroots voices are at the centre of our planning process. This Assembly will work alongside ONA's leadership to ensure our next strategic plan reflects both member priorities and organizational expertise.

Who will be on the Assembly?

The Assembly will be composed of 30 grassroots ONA members who will be randomly selected by a special lottery process from those who respond to this invitation. The Assembly will be selected to broadly represent the diversity of ONA membership by region, sector, age and other considerations. Six members will be selected from each of ONA's five regions.

I'm not an expert and don't know much about ONA — can I still be involved?

Absolutely. We do not expect you to be an expert on strategic planning or technical knowledge about ONA. You will learn everything you need to know to make an informed contribution during the Assembly sessions. ONA staff and external experts will always be on hand to answer your questions. Your perspective and experience as a grassroots ONA member, as well as your willingness to consider new information and different perspectives, are what matter most.

What would I do as an Assembly member?

As a member of the Assembly, you will:

- ➔ Learn from ONA leadership, staff and independent experts about our union's current state and future challenges;
- ➔ Meet other ONA members from across Ontario and contribute your perspective in small group discussions;

➔ Explore different priorities and learn about various approaches to addressing them;

➔ Develop considerations for the Strategic Planning Guidance Group on ONA's strategic direction and priorities.

Why did I receive this invitation?

You are one of 10,000 randomly selected ONA members who received this invitation. This random selection process ensures that the opportunity to participate in this important democratic project is distributed fairly.

Who is eligible to apply?

Assembly members must be ONA members in good standing who hold entitlements. A member holds entitlements if they have signed an Application for Membership Form and paid dues in the previous 12 months, or have been on an approved leave of absence.

Whether or not you agree with all of ONA's current strategic priorities, your participation is welcome. We will make sure the Assembly represents the diversity of our membership, with people of different ages, health-care sectors, years of experience and backgrounds from all across Ontario.

Who is ineligible to apply?

- ➔ Members who are in litigation with ONA or under Board Discipline;
- ➔ Provincially or locally elected members or those who sit on a committee or hold a formal ONA role;
- ➔ Members who are retired;
- ➔ Members who have had extensive experience (past or present) working on union matters during their ONA membership.

In order to reduce the opportunity of a conflict of interest, current ONA Board members, staff and their immediate family members are ineligible to participate. If you are unsure if your role disqualifies you, or if you feel that your union experience creates a conflict with the Assembly's aim to recruit members without in-depth union experience, please call us at 1-844-532-7136 or email assembly@ona.org.

Will I get compensated to serve on the Assembly?

Yes. ONA will work with Assembly members to ensure they are fairly compensated for any scheduled work (not including overtime or the opportunity thereof) missed due to Assembly participation — you will be made whole. We will also work with you to secure the necessary time away from your workplace.

All travel, accommodation and meals will be fully covered by ONA. The Assembly team will work with each member on an individual basis to address any other barriers to participation, including arranging and covering childcare or eldercare support.

If there are other barriers that you feel may prevent you from volunteering for the Assembly, please call us

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at 1-844-532-7136 or email us at assembly@ona.org and we will review and address them.

Where and when will the Assembly meetings take place?

There will be one online orientation session and a four-day series of in-person meetings in Toronto at an accessible location.

Online Orientation: Wednesday, January 7, 2026 (6:00 to 8:00 p.m.)

In-Person in Toronto: Sunday, March 22, 2026 through to Wednesday, March 25, 2026

Why am I receiving this invitation so early — the Assembly meeting dates are so far away?

The Assembly team needs time to ensure proper processes are followed to ensure that selected assembly members: have arranged to away from work to participate; are compensated for time away from work; and are supported and confident while fulfilling their responsibilities on the Assembly.

Why does the response card ask for demographic information?

It is important to ensure that the Assembly represents different types of grassroots ONA members. The information you provide when volunteering will be used only for selecting Assembly members, will only be seen by core project staff, and will be destroyed following completion of the Assembly's work. We will never share this information with anyone else — either at the Bargaining Unit, Local, or provincial level.

I am unsure whether I can attend all sessions. Can I still apply?

ONA will ensure you are able to take time away from work to serve on the Assembly. But if you have other commitments — the answer is no. All selected Assembly members must be available for all in-person Assembly sessions to qualify for participation. The Assembly process depends on all members learning and working together throughout all sessions. Please consider and confirm your full ability to participate before applying. If you have questions about the schedule — please call us, 1-844-532-7136.

How do I become a member of the Assembly?

First you must respond to this invitation by the deadline of October 31, 2025 by either: Registering securely online at www.ona.org/assembly; calling 1-844-532-7136; or, mailing the enclosed member response card in the postage-paid envelope.

On or near November 4, 2025, a draw will be

conducted to randomly select the members of the Assembly from among those who responded to this letter. You will receive an email on November 5, 2025 to inform you if you are selected and we'll set up a phone call to share more details and answer any questions you may have.

What languages will be used during the Assembly?

The Assembly's presentations and activities will only be conducted in English.

If I do not get chosen for the Assembly, can I still be involved?

Yes. You can contribute to ONA's strategic planning process by staying engaged with our union's work and participating in other member engagement opportunities that may be available during the strategic planning process. You can also participate in the members survey, which will be launched in late fall 2025.

Accessibility

We are committed to working with you to help address any barriers to your participation. Here are some of the supports we make available to Assembly members:

- ➔ Compensation for missed scheduled shifts and assistance securing time away from your workplace;
- ➔ Travel and accommodation costs fully covered — including flights from Northern Ontario;
- ➔ Support for childcare and eldercare;
- ➔ All meals during Assembly sessions, with accommodation for any dietary restrictions;
- ➔ Accessible meeting spaces;
- ➔ Support for people with hearing, visual, physical, or other disabilities;
- ➔ Toronto location close to transit and airports; and,
- ➔ Personalized barrier reduction — we work with each member individually to address your specific needs.

How to register:

Three quick and easy ways you can register as a volunteer for the Members' Assembly:

- ➔ Register securely online at www.ona.org/assembly;
- ➔ Call 1-844-532-7136 to register by phone; or,
- ➔ Complete the enclosed Member Response Card and mail it back using the enclosed envelope.

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Before registering, please check your availability and hold all dates and times for the Assembly sessions. We will work with you to ensure you have formal time away from your employer to serve on the Assembly.

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☐ *No, I cannot volunteer this time, but am interested in participating in similar ways*

First Name: | | | | | | | | | | | | | | | | **Last Name:** | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Gender: (Cis- or Trans-) ☐ Man ☐ Woman ☐ Other ☐ Age: ☐ 18 – 34 ☐ 35 – 54 ☐ 55+

Telephone Number: | | | - | | | - | | | Secondary Telephone Number: | | | - | | | - | | |

Email:

Laural Sample
#123-678 Maple Crt
North Bay, ON P1A 2B3

➔ Please turn over and complete the back ➔

123 123 123

Respond by October 31

Please complete your response by telling us more about yourself:

Ethnicity/Race (pick all that apply): ☐ Indigenous (First Nations, Métis or Inuit)

☐ Black ☐ Person of colour/racialized person ☐ White/Caucasian

Other identity aspects (pick all that apply): ☐ 2SLGBTQI+ community member

☐ Person with a disability (visible /invisible) ☐ Francophone

What sector do you work in (pick one): ☐ Hospital ☐ Long-term Care ☐ Community

☐ Other: _____

Are you an: ☐ RN ☐ RPN ☐ NP ☐ Non-Nursing Health-care Professional

Are you: ☐ Full-time ☐ Part-time or other

We need this information to ensure the random selection creates an Assembly that is broadly representative of ONA's membership — this personal information will not be made public or added to your ONA profile.

The Ontario Nurses' Association is working with a small organization to plan and implement the Members' Assembly process. This form's purpose is to collect candidate information for the Assembly member selection process and/or contact information for those interested in other ways to participate in the strategic planning process. After the Assembly is completed: your name, region, sector, and contact information will be retained so we can invite you to future ONA processes. No demographic data will be retained. If you have any questions about the collection and use of this information, please call 1-844-532-7136 or email assembly@ona.org.

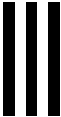
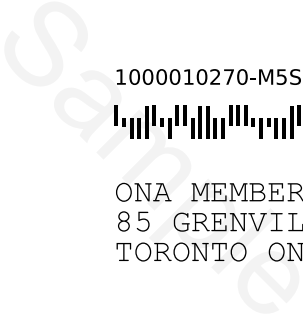
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Return Address

Response required by
Friday, October 31, 2025

Registering online ensures your
response is received by the deadline.

www.ona.org/assembly



1000010270-M5S3A2-BR29



ONA MEMBERS ' ASSEMBLY
85 GRENVILLE ST SUITE 400
TORONTO ON M5S 9Z9

CANADA		POSTES
POST		CANADA
Postage paid if mailed in Canada		Port payé si posté au Canada
Business Reply Mail		Correspondance- réponse d'affaires
0001681777		29





We've Got You Covered

Supports Available to Assembly Members

- ☒ Full compensation for any scheduled work missed
- ☒ Travel costs covered including flights from Northern Ontario
- ☒ Hotel accommodation in Toronto
- ☒ All meals provided with dietary accommodations
- ☒ Childcare & eldercare supports
- ☒ Accessible meeting spaces and specific accessibility supports
- ☒ Time off work secured – we'll work with your employer

Questions?

Call 1-844-532-7136

A Rare Opportunity

Join 29 Other ONA Members to Build Our Collective Future

- ☑ Build solidarity with nurses and health care workers from across Ontario who share your experiences
- ☑ Shape the path forward together – 30 grassroots voices working as one to guide ONA through the challenges ahead
- ☑ Your lived experience is the expertise we need – no corporate consultants, just members like you determining what matters most
- ☑ Be part of something bigger – help create a strategic direction that reflects frontline workers' real priorities
- ☑ Turn individual struggles into collective strength – find common ground and shared solutions with members from all five regions
- ☑ This is democracy in action – where your voice carries equal weight in shaping our union's next chapter

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Register at ona.org/assembly