

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

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

Date: September 11, 2025

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

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

The VONPNT has completed two days of bargaining with the VON Canada – Ontario Branch on September 10, 2025.

The team put forward proposals that addressed your priorities, as identified in ONA's Have Your Say bargaining survey and at the membership demand meetings. Your team made it very clear that nurses have seen their real wage steadily reduced over the last 10 years. We put the employer on notice that VON nurses demand wages equal with hospital nurses.

It has been a respectful and productive two days of negotiations with the employer. We have two further days scheduled in October and November 2025 to continue bargaining.

We will stay on course and we will not back down!

We will be communicating to ONA leadership on our progress through email with the VON Bargaining Unit Presidents. Our updates will also be available on ONA's website at <https://www.ona.org/bargaining>. Members of the team may, from time to time, contact Bargaining Unit Presidents for any feedback the team may need.

The central message of our current VON bargaining campaign indicates that VON nurses and health-care professionals are deeply dedicated to the care and well-being of their patients. They're fighting for the fair wages and support they deserve, to maintain high-quality home care for those who need it, and better health care for all of Ontario.

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