

BOARD HIGHLIGHTS



Making Important Decisions for You!

A summary of discussions and decisions from the ONA Board of Directors Meeting, June 17-19, 2025

THE BOARD MET JUNE 17-19, 2025. The Board welcomed John Lowe to his first Board meeting. A long-time Local Coordinator at ONA21, John was recently elected the Region 5 Vice-President, replacing Alan Warrington, who is now ONA's First Vice-President.

BOARD COMMITTEES

Quality of Service to Members Committee

- ▶ Reviewed the Bargaining Unit President (BUP) Toolkit developed for the November 2025 launch of the Members' Survey. The toolkit was designed to help BUPs encourage their members to complete this important survey.

Governance and Nominations Committee

- ▶ Developed a policy regarding criteria for waiving qualifications, as per changes to By-Law II – Local Executive Committee. Changes made to the Local and Bargaining Unit Election Policy approved.
- ▶ Developed a policy to assist Local Coordinators and Regional Vice-Presidents in determining when a waiver is appropriate re: serving as a Bargaining Unit President in two units, as per By-Law VII – Bargaining Units and Bargaining Unit Presidents. Changes made to the Local and Bargaining Unit Election Policy approved.

Enterprise Risk Management Committee

- ▶ Assesses the various risks ONA faces and recommends mitigation strategies. A focused list of the biggest risks facing ONA's governance was created by talking to key people inside the organization and developing clear plans to address those risks.

Political Action Committee

- ▶ The Board has expanded the provincial Political Action Committee (PAC) to include two representatives from each region.
- ▶ In February, Regional Political Action Committee (RPAC) meetings were held in all five regions guided by provincial PAC members. At these meetings, members planned

regional actions to collect signatures for the legislative petition to stop privatization and support safe staffing.

- ▶ The following actions have occurred so far:

- **Region 1** – Petition action outside a grocery store in Sudbury in March; planning further actions in Sudbury, Thunder Bay, Sault Area and Dryden.
- **Region 2** – Petition action held in Ottawa at the Glebe Garage Sale on May 24. Another action planned for July at the Westboro Farmers' Market in Ottawa.
- **Region 3** – Petition action at Nathan Phillips Square in Toronto took place on March 15 and at Queen Street and University Avenue on April 15. Another was planned for May 10 at St. Lawrence Farmers Market.
- **Region 4** – Petition action held at the Guelph Farmers Market on March 15.
- **Region 5** – Action planned for August 16 at Chatham Kent Pride organized by Local 35; will get petitions signed at the Covenant Garden market organized by Local 100. The PAC representative from this region will organize an action at the Woodstock Farmers Market.

POLICY UPDATES

- ▶ The Board approved policy updates as recommended by the Governance and Nominations Committee, including the Turnover Checklists for the Local Coordinator, Bargaining Unit President and Local Treasurer.
- ▶ The Board approved the following mandates:
 - Local Treasurers Advisory Team (New) – one member from each region to provide advice to assist treasurers with their day-do-day work. Members were selected at the Board meeting based on EOIs.
 - Member Recognition Advisory Team – two members from each region to recognize members of all professions. EOIs to go out in September.

WANT TO KNOW MORE? The full minutes from the June Board of Directors meeting will be available at ona.org once approved.

REGIONAL REPORTS

REGION 1

- ▶ Employers trying to decrease agency use, but still prevalent, especially in smaller rural areas homes.
- ▶ Internationally educated nurses (IENs) experiencing harassment and bullying – terminations before probationary period ends.
- ▶ Interpersonal conflict between members prevalent.
- ▶ Increased novice nurses and skill-mix issues, making scheduling difficult to ensure support for this group.
- ▶ Engaging members to fill out professional responsibility workload reporting forms (PRWRFs) a challenge in all sectors.
- ▶ High vacancy rates across all sectors.
- ▶ Membership engagement declining for committees.

REGION 2

- ▶ ONA49: Additional RN in emerg. Upstaffed eight shifts/month on Mondays and Wednesdays when highest volumes.
- ▶ ONA99: Meeting with CNE regularly. Resolving issues before they become a grievance.
- ▶ ONA84: New partnership with Ottawa Carlton University to mentor nursing students.
- ▶ Head office reassigning work to unit nurses. RPNs replacing RNs to facilitate time off.
- ▶ CFN on OBS unit audited by third party for racism and bullying. Complaints found to be valid. Employer has started process of education on the unit.
- ▶ ONA49: Paramedics doing triage in emerg.
- ▶ Clinical educator position posted as non-union. All RN work. Will be challenged if filled.

REGION 3

- ▶ Employers not following collective agreement (CA) language when booking for extra shifts to avoid paying premiums, citing “fiscal responsibility”; booking RPNs instead of RNs.
- ▶ Introducing RPNs into traditional RN roles in ED, L&D, Cardiology (telemetry), OR, PACU, chemo clinics.
- ▶ Denial of STD and delays/denials with accommodations and LTD, causing members significant financial hardship.
- ▶ Artificial intelligence (AI) being used in ED as “virtual triage” puts patients in a queue.
- ▶ Hospitals moving away from agency nurses while LTC usage is increasing.
- ▶ Layoffs reported.

REGION 4

- ▶ Multiple nursing homes closing, amalgamating and merging. Also a merger in public health.
- ▶ Many homes ending agency use and/or sharp decrease.
- ▶ PLSRTA campaigns underway in public health.
- ▶ Planning and training sessions for PSLRTA campaign. Region 4 reps engaged and ready to Vote ONA and “sell” ONA to members.
- ▶ Marked decreases in hospital casual and part-time hours/shifts.
- ▶ Temporary resident status coming to an end in large numbers for IENs.
- ▶ Heavy workloads and high nurse-to-patient ratios.
- ▶ Safety concerns caring for unpredictable patients in community setting.
- ▶ Prioritizing VON central negotiations – large action at Provincial Leadership Meeting (PLM) was a huge success and appreciated by members in all sectors.

REGION 5

- ▶ Merger of two community hospitals in early 2026. Need to ascertain which other unions are at these workplaces for PSLRTA.
- ▶ Benefit premium increases and/or new providers appear to be occurring throughout the region.
- ▶ Primary-care sector members looking forward to the provincial campaign, Close the Gap, to address inequities – mainly the wage gap.
- ▶ New long-term care beds with little to no additional staff.
- ▶ The mentorship provided by our Leadership Development and Member Support Labour Relations Officer (LRO), Angie Surita, has been amazing. Feedback from leaders is that this is working very well. Further discussions are welcome about leveraging best practices from this role, which could assist LCs and Local executives to mentor/support new leaders.

PORTFOLIO REPORTS

Communications Advertising

Pre-Election: Demand Better

The campaign was exclusively on video-focused social media platforms (YouTube, Facebook and Instagram). The messaging clearly set its sights on the Ford government's failures in health care and pulled no punches in depicting the truth of how nurses feel about Ford's handling of major issues.

Home Care Nurses Demand Better

In preparation for a difficult round of bargaining, a suite of ads was prepared to elevate the issues facing VON members. The ads, featuring the VON negotiating team, included several variable length video ads, print ads, website content and an emailer to decision makers. Print ads ran in Hospital News magazine during the summer.

Nursing Week 2025

Nursing Week 2025 was held Monday, May 12 to Sunday, May 18. The Nursing Week downloadable poster (English and French) and social media shareables, as well as the planning guide and other materials, were made available on the Nursing Week webpage. The theme was: Raising our voices. Speaking the truth. / Faire entendre nos voix. Dire la vérité.

F-Word Magazine

ONA's new way of storytelling, F-Word, is up and running with excellent feedback. Members are encouraged to check it out at onamag.org and come back often. F-Word offers a robust selection of stories, rants and news under three main sections: Fuel, Fuse and Fight.

Media Relations

In the first quarter of 2025, ONA garnered an impressive 1,650 media hits with a potential reach of 384-million Ontarians. Of these, 194 were on radio, 100 on television, 30 in print newspapers and 1,330 in electronic media reports.

Website and Local Websites

We saw an increase in both visitors and pageviews to ona.org in the first quarter of 2025. Increased traffic is likely the result of several high-profile campaigns, including hospital and VON bargaining and Nurses Vote campaigns.

Social Media Report

► In the first quarter of 2025, a large share of our social media content focused on supporting hospital provincial bargaining. This period also included the snap provincial election, and we developed content to call out the Ford Conservatives' record on health care and privatization.

Member Mobilizing

► A series of structure tests were launched throughout February, March and April to drive home the message that we need nursing ratios to ensure safe, high quality patient care.

Local Bargaining Actions

- Southwestern Public Health – rally and information picket as this unit headed to conciliation.
- North York Family Health Team – Poster-up action while negotiations underway for a first collective agreement. Posters said, "Fair Wages Now."

GOVERNMENT RELATIONS

Nurses Vote Federal Campaign

- On April 28, 2025, a record 7.3 million Canadians across the country voted in the federal elections. While there were many big issues like affordability and tariffs on the minds of voters, ONA members helped make health care one of the top five issues. Through the Nurses Vote federal campaign, ONA had 20 seconded members and 80 volunteers calling members in 42 target ridings.

Provincial Election

- The Ontario election took place on February 27. The status quo was maintained as the Ford government was re-elected with a similar number of PC MPPs. The NDP remained the Official Opposition, and the Liberal Party increased their seat count to gain official party status.

NURSING STUDENTS

- In February, ONA supported the Sault College Student Union Handbook through paid advertisements directed at nursing students for the 2025-2026 academic year. Since many of these students will become ONA members, the goal is to promote numerous opportunities to get involved in their union and the services they can access, empowering and fostering their engagement.
- In March, ONA supported the University of Toronto nursing students' association (NSA) by donating 150 lanyards and 150 sticky notes for the annual student games.

MEMBER EDUCATION AND TRAINING

- In 2024, more than 110 new Bargaining Unit Presidents (BUPs) attended the *New Bargaining Unit President* and *Introduction to Technology for New BUPs*, and 85 new BUPs attended *Rocking Your Role as a BUP* workshop.
- As of March 31, the Member Education (ME) Team has facilitated 107 education files in 2025.

- ▶ A total of 66 brochure workshops were provided with 417 members in attendance.
- ▶ The renewed eLearning platform was launched on April 1, 2025.

eLearning

- ▶ Our renewed eLearning platform was launched as planned on April 1, 2025. The platform not only provides an exciting and dynamic way to learn online, but will provide greater flexibility for Local leaders and front-line members to engage in ONA education.
- ▶ eLearning will continue to be self-paced courses, available anytime, and can be completed in more than one session. An introductory course titled Welcome to Your ONA was launched.
- ▶ Several courses were also added later in April and new courses will be added throughout the year. All historical ONA education records and certificates have been migrated from the old eLearning system to the D2L platform.

Member Experience and Events

- ▶ Hospital provincial negotiations, the PLM, Health & Safety Caucuses and the June Provincial Coordinators Meeting (PCM) all took place this quarter. The team successfully hosted the CFNU Convention in Niagara Falls June 2-6, 2025.

Premiums and ONA Merch Shop

- ▶ ONA premiums inventory continues to be managed for both in-house premiums and for the ONA Merch Shop. Inventory is reviewed monthly.
- ▶ Just in time ordering and minimum quantities of items are purchased for the ONA Merch Shop so that items are sold through, inventory is cleared, and new items are continually sourced and brought into the mix.
- ▶ In this quarter, the PLM Merch Shop sales totaled \$22,155.90 with over 403 transactions and the average sale amount of \$65.00. The five per cent rebate ONA received on this amount was \$1,107.80.
- ▶ The Nursing Week Shops were again utilized by many Locals and purchases were delivered for Nursing Week celebrations.

PROFESSIONAL PRACTICE

- ▶ File activity: 179 new files were opened, and 170 files closed this reporting period. There are a total of 811 active files as of June 13, 2025. Eight of these files are at the Independent Assessment Committee stage, 68 at the pre-complaint stage and 735 at the Intake stage.

- ▶ The Professional Practice (PP) team continues to assist members with addressing and resolving professional responsibility and workload concerns and the enforcement of settlements.

Professional Practice Member Education

- ▶ Between February 1 and March 31, 2025, 15 workshops/lecturettes were held, nine of which were supported by PP specialists. The most popular workshops were Facing Professional Practice Concerns and the Professional Responsibility Workload Process, Multi-Sector.

LOCAL FINANCE

- ▶ Reconciliation updates are completed annual reconciliation process will be simplified.
- ▶ Onboarded three new Treasurers since January. An additional Treasurer will be onboarded by the end of June.

LABOUR RELATIONS AND CONTRACT ADMINISTRATION

- ▶ The Contact Administration Newsletter "Winning Together: Your Quarterly Contract Insights" May 2025 edition was circulated. This addition focused on the importance of leveraging Labour Management Committee Meetings.
- ▶ As of May 16, ONA filed over 2,000 grievances in 2025.
- ▶ We achieved the target in 2024 that ensures 80 per cent of grievances filed are not going to arbitration, are resolved or are withdrawn within six months of the grievance being filed. Regions 1, 4, and 5 significantly increased their resolution percentages.
- ▶ The number of grievances addressing investigation issues rose sharply in 2024 and continues into 2025.
- ▶ Premium pay remains a consistent top issue, especially in Regions 2, 3 and 5.
- ▶ Scheduling is a persistent concern across all regions.
- ▶ Termination is increasing in prominence, especially in Regions 1 and 3.
- ▶ The top five reasons for termination in 2025 are probationary releases, code of conduct issues, non-disciplinary discharge, practice and performance issues.

OCCUPATIONAL HEALTH AND SAFETY UPDATE

The Health & Safety Caucuses took place between April 30 and May 20, 2025.

Section 21 Committee

Ministry of Labour, Immigration, Training and Skills Development (MLITSD):

- ▶ Both the 2024-2025 Slip, Trip and Falls compliance initiative and the 2023-2025 Infection Prevention and Control (IPAC) compliance initiative ended on March 31, 2025. A summary will be on the Ministry's website.
- ▶ The next compliance initiative focusing on workplace violence began on April 1, 2025. Key areas include a) workplace violence risk assessments, b) reassessments, and c) reporting of incidents.
- ▶ Concerns were raised that more needs to be done from the enforcement side regarding workplace violence to hold employers accountable to their obligations under Section 32 – Workplace Violence & Harassment Prevention – of the *Occupational Health and Safety Act*

LTD Appeals

- ▶ ONA secured over \$2 million in retro payments for members in 2024.
- ▶ As of May 15, over half a million dollars in retro payments has been recouped for members in 2025.

WSIB Appeals Team

The team achieved the following outcomes for the period January 1 to April 22, 2025:

- ▶ Appeal submissions completed (oral and written) – 47.
- ▶ Successful decisions and appeals – 17.
- ▶ Unsuccessful decisions and appeals – 5.
- ▶ Merit reviews completed – 40.
- ▶ Files closed – 47.
- ▶ Total benefits recovered for members – \$560,717.

Ontario Federation of Labour (OFL) Workers' Compensation Committee

- ▶ In November 2024, WSIB and the Ontario government announced a rebate of \$2.5 billion to eligible Ontario employers. The OFL Workers' Compensation Committee has requested a breakdown of the source of the funds, and the projected Loss of Earnings (LOE) payouts to ensure WSIB is first meeting its fiscal responsibilities to injured workers before offering rebates to employers.

HUMAN RIGHTS AND EQUITY (HRE)

- ▶ The ReconciliACTION Working Group has recommended the Board of Directors approve the adoption of a standardized organizational land acknowledgement to be included on the ONA website and other key documents. This acknowledgement is to reflect ONA's values and reconciliation journey in ongoing communications.

Anti-Racism and Anti-Oppression (ARAO) Portfolio Report

- ▶ ONA's two provincial committees – the Anti-Racism Advisory Team (ARAT) and the Human Rights and Equity Team (HRET) – have transitioned into a newly approved Board Committee structure.
- ▶ Team members have begun selecting Action Teams, which will support the ongoing work of the committee and ensure its activities remain responsive, collaborative and rooted in member leadership.
- ▶ The Communities of Support (CoS) initiative continues to evolve. Monthly information sessions, facilitated by staff from the Anti-Racism and Anti-Oppression (ARAO) Team, have helped maintain member interest.
- ▶ The first full CoS session is anticipated for launch in fall 2025.

Nurses Health Program (NHP)

- ▶ Over the past several years, ONA's LEAP team has had concerns about how Lifemark Health delivers the NHP to ONA members. Members sometimes experience the program as inflexible, costly and case managers as unsupportive. We have repeatedly raised these issues at NHP Board of Directors (BOD) meetings.
- ▶ In response, the NHP BOD has recently struck a search committee to consider whether a different organization might deliver NHP more effectively.
- ▶ Each of the partner organizations – ONA, College of Nurses of Ontario (CNO), Registered Nurses' Association of Ontario (RNAO) and Registered Practical Nurses Association (RPNA) – has appointed a representative to this new search committee.
- ▶ LEAP Coordinator Sophia Ruddock will represent ONA. Sophia has also recently become one of ONA's two representatives on the NHP BOD. She also participates in the Program Operations Committee, which oversees the day-to-day functioning of NHP; the NHP Communications Committee; and on an interim basis, the Finance Committee. Sophia has extensive knowledge of NHP and is an invaluable resource on these committees.

HEALTH CARE RESTRUCTURING

Public Sector Labour Relations Transition Act (PSLRTA)

Ontario Health atHome

- ▶ The government amalgamated the 14 Home and Community Care Support Services (HCCSS) into Ontario Health atHome. Bill 135, which received royal assent on

December 4, 2023, amends the *Connecting Care Act* and the *Public Sector Labour Relations Transition Act (PSLRTA)* so that *PSLRTA* applies.

- ▶ The amalgamation occurred on June 28, 2024. As of that date, each bargaining agent (ONA, OPSEU, CUPE, COPE and Unifor) continues to represent their existing Bargaining Units but the collective agreements are now deemed to be with the successor employer, Ontario Health atHome.
- ▶ As part of the *PSLRTA* application, the employer is arguing that many Bargaining Unit positions, some of which are currently ONA positions (and some that are other unions' Bargaining Unit positions), should be excluded from the future, yet to-be-determined Bargaining Unit.
- ▶ ONA has been meeting with all the affected ONA Local Bargaining Units to provide updates on the *PSLRTA* process and answer questions in anticipation of the upcoming vote campaign.
- ▶ The issue of the proposed excluded positions will be dealt with by the OLRB following the Bargaining Unit configuration argument, campaign period and subsequent representation vote.

Retiree Subscriber Network Project

- ▶ The current number of identified retiree subscribers is 316, up from 268 at the end of 2024. The number of subscribers invited to join the network is 282, up from 222 at the end of 2024.
- ▶ The number of retirees with an active Access ONA account is 117 (37 per cent), up from 86 (38.7 per cent) at the end of 2024.

INFORMATION TECHNOLOGY

ONA Mobile App Redevelopment

- ▶ Work has been completed on the redevelopment of the ONA mobile app on a new development platform for both iOS and Android apps. The new apps went live in April 2025 and reflect the new ONA brand.

Modernization of Grievance, Education and LEAP (GEL) Authentication

- ▶ This project is intended to update GEL authentication to support secure access through Microsoft Intra ID and multi-factor authentication (MFA).

Local Finance Support Trends

- ▶ Thirty-four new treasurers from 32 Locals have been trained in the last 24 months.
- ▶ In 2024, we onboarded 10 new treasurers to date.
- ▶ Since January 2025, we have onboarded three new treasurers. An additional treasurer will be onboarded by the end of June.
- ▶ This influx in new treasurers is increasing our support needs.

New Tracking Tool for Supplementary Funded (SF) Units

- ▶ A new "All in One" tracking tool has been developed to assist SF Locals in tracking costs and special requests.

NEGOTIATIONS

Long-Term Care Sector

- ▶ Bargaining has concluded. Collective agreements are being prepared and signed off.
- ▶ Preparation for the next round of provincial bargaining is underway.

Pay Equity

- ▶ The Review Officer is reviewing the submissions. ONA is awaiting the response.

Non-Participating Nursing Homes

- ▶ Negotiations for renewal collective agreements continue. A review of outstanding homes being referred to interest arbitration is underway given recent awards in this sector.

Retirement Homes

- ▶ Bargaining continues in this sector and settlements are achieving percentage increases obtained in other sectors.

Homes for the Aged

- ▶ Settlements have been achieved in some Bargaining Units giving parity with hospitals on wages, isolation pay and unlimited mental health. Arbitration decisions received are awarding hospital parity on wages and isolation pay.
- ▶ Mental health benefits are being awarded on a case-by-case basis. Revised direction on barriers to settle is being drafted given the recent arbitral decisions received.

Pay Equity

There are several ongoing files.

HOSPITAL SECTOR

Provincial Hospital Bargaining 2025

- ▶ Arbitration was completed over four days, April 2, 3, 14 and 17, 2025. We are awaiting the Price decision.

Pay Equity

- ▶ A complaint at Review Services on the job information questionnaire is ongoing. All submissions have been completed, and ONA is awaiting a decision from the Review Officer.

Non-Participating Hospitals

- ▶ There are 19 non-participating hospital Bargaining Units. Bargaining for the 2023 round is complete except for one hospital. Direction will be sent for the 2025 round following the release of the Price decision.

Hospital Labour Disputes Arbitration Act (HLDA)

- ▶ Nine decisions have been received. There are two decisions pending.

Ontario Health atHome (OHAH)

- ▶ The PSLRTA process is underway. Mediation was held in January 2025 and the parties were unable to reach an agreement on Bargaining Unit configuration. Consultation at the OLRB was scheduled for July 25, 2025. See Health-Care Restructuring above on PSLRTAs for more information.

Home Care

- ▶ Victorian Order of Nurses provincial bargaining is scheduled for September 9 and 10.
- ▶ Paramed Bargaining Units are now starting to negotiate renewal collective agreements, with Sault Ste. Marie being the first.

Public Health

- ▶ Settlements continue to be achieved. There are currently four approved mergers of public health units across the province.

Pay Equity

- ▶ There are ongoing files and good progress is being made.

ORGANIZING

- ▶ There are nine groups that have reached out and initial meetings are being set up. Nurse Practitioners at Unison Community Health have joined ONA.
- ▶ There are eight first collective agreements being negotiated across the province. An additional three agreements are at the HLDA stage. One Bargaining Unit, Extendicare Northridge, ratified their first collective agreement on April 29, 2025.

The next meeting of the Board will be held September 16-18, 2025. Planning is underway for the Human Rights and Equity Summit, Biennial Convention and Half-Day Education in November 2025.

If you have any questions about this Board meeting, please contact ONA Provincial President Erin Ariss or your regional Vice-President (contact information below). Current and past Board meeting highlights are available in Access ONA.

Board members currently: Erin Ariss, Provincial President, Communications and Government Relations/Student Liaison/Provincial Negotiations; Alan Warrington, First Vice-President, Political Action; Monique Storozuk, Region 1, Professional Issues; Rachel Muir, Region 2, Occupational Health and Safety; Karen McKay-Eden, Region 3, Human Rights and Equity; Grace Pierias, Region 4, Education and Events; John Lowe, Region 5, Labour Relations/Contract Administration; Bernadette Robinson, Treasurer; Andrea Kay, Chief Executive Officer/Board Secretary.

To contact a Board member during regular business hours, use our toll-free number at 1-800-387-5580.

To leave a message after hours in an emergency, use the Board intake box, which is monitored twice daily. Call toll-free 1-800-387-5580, select preferred language (1 for English, 2 for French), press 4 for the Board intake line and leave your message.

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