

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 of Directors 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](mailto: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.

## 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.

To volunteer for the Members' Assembly register at [www.ona.org/assembly](http://www.ona.org/assembly) or call **1-844-532-7136**

### 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 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.

ONA's strategic direction, our future, must reflect the voices and priorities of our 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](http://www.ona.org/assembly);
- ➔ Call 1-844-532-7136 to register by phone.

**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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# **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 & 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

**Deadline: October 31**  
**Register at [ona.org/assembly](https://ona.org/assembly)**