



ONTARIO NURSES'
ASSOCIATION

I am  **ONA**



2025 Biennial Report

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I am **ONA**



Message from the President



Where has the time gone?

Two years ago at our Biennial Convention, we were celebrating 50 years of ONA's advocacy efforts and launching a new brand meant to revitalize and transform our union, paving the way for another 50 years of progress.

In 2023, I was excited to see how our revitalized ONA would unfold, and I must tell you, I'm not disappointed.

While these past two years have truly been a blur of challenge after challenge, hills to climb and strategies to develop, I've been awestruck by how you're embracing our new attitude and joining together to fight.

You've done this with the goal of winning the battle to save our publicly funded and publicly delivered health-care system and regain respect for our professions.

I find it ironic that we turned to the past to revitalize our future. Our rebranded ONA has recaptured the passion and commitment shown by our founding members back in 1973. Then, ONA's grassroots members banded together to take local action and speak truth to power. They demanded and received respect. All of us are doing the same today.

As we come together for our 2025 Convention, I believe our theme — *I am ONA*—is perfect for these times. Because not only do we face constant, serious threats to our health-care system and our professions, we face threats to our country's sovereignty.

While our Premier has taken full advantage of the threats from south of the border to distract Ontarians from what he's doing to health care, we're not letting him get away with it.

Now is the time for us all to speak out—we will simply not let this government destroy our uniquely Canadian universal public health-care system in favour of a for-profit U.S.-style one. And you know what? We will win.

We will win because each of you knows the following to be true: *I am ONA*.

We're leaving the days of being polite, patient and silent behind. We're in the fight of our lives. For respect. For our professions. For our own health and well-being and safety. We're professionals and deserve respect, safety and so much more.

While the attacks on us and our union are coming from Premier Ford and employers, we remain steadfast in our knowledge that we're fighting for what's right, not what corporations and bosses want.

We don't accept their positions and make no secret of it.

We don't stay silent as they seek to continually damage our safety and downplay our contributions to care. We know better.

I am so proud. You each are ONA. I am ONA. Together, we are ONA.

Thank you for trusting and believing in our union and for allowing me to be your Provincial President. I know you're with me.

A handwritten signature in dark ink, appearing to read 'Erin Ariss'.

Erin Ariss, RN

Provincial President



Members of the Board of Directors

ona.org/board

We asked the Board: What does *I am ONA* mean to you?



Alan Warrington, RN, BScN

First Vice-President

**Portfolio: Local Political Actions
(Local Campaigns)**

Advocacy for our public health-care system, our colleagues and communities are at the heart of my work. The ability to make change is rooted in collective power. Our voices can't be silenced anymore! I am ONA.



Bernadette (Bernie) Robinson, RN

Treasurer

Since joining ONA in 1986, I have felt a responsibility to participate as an active member. Sometimes by attending meetings, asking questions and reading provincial mailouts to stay informed. Other times by running for Bargaining Unit, Local or Board positions. ONA is a team I believe in. This is why I am ONA.



Monique Storozuk, RN

Vice-President, Region 1

Portfolio: Professional Issues

I am ONA. In the last two years, ONA has redefined what it was always meant to be: a union of formidable members supporting one another across all sectors and designations. Giving members a voice to fiercely fight for their rights to fair wages, safe working conditions and manageable workloads.



Rachel Muir, RN

Vice-President, Region 2

**Portfolio: Occupational Health
and Safety**

How am I ONA? It's a good question. I am ONA because I'm a nurse, a voice, a fighter and I'm angry. Angry about the constant devaluing of a profession where knowledge is key and strength is paramount.



Karen McKay-Eden, RN

Vice-President, Region 3

Portfolio: Human Rights and Equity

I am ONA. I stand for every voice silenced, every right denied and every person marginalized. I challenge racism, reject oppression, and defend equity to build a union where every nurse belongs and every voice matters—and until equity is our reality.



Grace Pierias, RN

Vice-President, Region 4

Portfolio: Education and Events

I picture an army; members on a battlefield. I see power and opportunity, the ground shaking beneath our collective feet. Governments and employers quaking at the sight. The world on our shoulders, but bearable because SHE ahead of me is ONA and so are THEY beside me and HE behind me. I am ONA, but not alone.



John Lowe, RN

Vice-President, Region 5

**Portfolio: Labour Relations
(Contract Administration)**

I am ONA means security. It stands for the biggest and fiercest nurses' union. It comes with great resources and assistance. It offers opportunities for public engagement and education. And it involves great people—members and staff united—doing arduous but very important work.



Message from the CEO



Most of us are familiar with the often-quoted maxim, “It takes a village to raise a child.” I believe that this saying, which touts the benefits of collective involvement and efforts to reach valuable goals, also applies to building our union.

Our union has been growing in power since 1973 and has recently seen a renaissance of member engagement. Much of this has come about out of necessity, due to the serious challenges we have faced from the pandemic, a lack of health and safety, outrageous government policies that harm our profession, and a shortage of nurses and health-care professionals that endangers both members’ safety and patients.

More than ever, ONA members have shared goals that are imperative to reach—from demanding respect for the work you do to safe staffing ratios for everyone’s benefit.

This union that we’ve been nurturing and growing since 1973 exemplifies the idea that collectively, we have the power to achieve great things.

As our mission, vision and value statement lays out, as we grow our commitment to moving ahead as a collective, we will succeed. If empowered members take collective action, we can achieve safe, equitable workplaces and high-quality health care for all Ontarians. And we will do so with strength and unity, integrity and professionalism, while embracing our differences and working towards a system and society that values, includes and respects everyone.

All of ONA’s operations are directly funded through the membership dues of every one of our dedicated nurses and health-care professionals. With this funding, all ONA staff ensure that our members have the tools, support, guidance and expertise needed to live up to our commitments to the membership Strategic Plan (see page 6) and ONA’s mission, vision and values.

Staff on all ONA teams (see pages 24-25 for a listing of all ONA teams) are working hard to support you on the front lines, caring for Ontarians. At every step along the way, we’re guided by our members’ first-ever Strategic Plan.

We have stood alongside members through negotiations in every sector, we’ve helped mobilize, organize and motivate members to speak out for what you need—staffing ratios, good pay, respect, health and safety, protection from violence—and we’ve represented members with employers and a government bent on destroying our public health-care system.

As we reflect on the last two years, we all can and should celebrate how far we’ve come while setting our sights on achieving success for what’s ahead.

We’re embarking on a new process to develop ONA’s next Strategic Plan, so we can move forward with the same dedication as always, and the unflinching desire to grow and meet every challenge head on.

As ONA’s Chief Executive Officer, I’m immensely proud of all our operations staff across every level of the organization. It really does “take a village” to achieve successes like ONA has and continues to work towards, and it takes every one of us to get there.

A handwritten signature in cursive script that reads "Andrea Kay".

Andrea Kay, RN

Chief Executive Officer



Strategic Plan

ona.org/stratplan

ONA has made significant strides in fulfilling our 2021-2026 Strategic Plan, advancing each of our six strategic priorities since the last Biennial Convention.

In addition to the accomplishments listed in this section, we've developed the tools and systems to monitor our progress and report on our measures of success.

An example of these systems is the launch of our member and staff surveys and the creation of a dashboard that will allow ONA to report on our measures visually, including year-over-year trending for each metric. The dashboard will serve as a valuable tool for the Board of Directors to identify what's working well, where course correction may be needed on delivering on the Strategic Plan, and to support informed decision-making.



*I am*family.

Our Strategic Plan ensures we meet our members' needs as part of one strong team ONA.

ONA is also looking ahead to the development of our 2027-2031 Strategic Plan. The Board of Directors and leadership are committed to keeping members at the centre of the strategic planning process.

To achieve this, ONA is hosting our first-ever Members' Assembly on Strategic Planning. The assembly will bring together 30 grassroots members who will be randomly selected from those who expressed interest in the process via an invitation sent to 10,000 randomly selected members from across the province. These members will be representative of ONA's overall membership by age, region, designation and other criteria.

The assembly will learn about ONA's current state, issues in Ontario and abroad, and the implementation and impact of our current Strategic Plan. They will also explore emerging trends and future challenges that ONA could face. Members will then deliberate on ONA's future priorities and develop considerations for our new Strategic Plan. This input will inform the development of that plan, which will launch at the Provincial Coordinators Meeting in November 2026.

Strategic Planning Activities 2023-2025

Highlights under each strategic priority since the 2023 Biennial Convention include:

MEMBERS INFORMED

- ONA's main website was redesigned with an on-brand visual overhaul that included content, navigation and technological updates. The redesign received one domestic and two international awards (see page 10).
- ONA-administered Local websites also underwent a full redesign to incorporate the renewed brand and enhance core content. Local leaders and website administrators were onboarded and trained, and member orientation materials were revised and incorporated into Local websites.
- A shared branding space for ONA Locals was launched, providing tips, assets and other brand resources that are readily accessible to all Local leaders.

- F-Word, ONA's new digital magazine at onamag.org, launched in April 2025 in keeping with ONA's brand and member preferences for digital communications and stories (see page 10).
- Two new guides were launched: *Your Guide to Local Action* and *Your Guide to Local Communications*. A Local communications workshop was also developed and launched at ONA's September 2025 Leadership Summit.
- Welcome to Your ONA, a new online eLearning program for members, was created.



MEMBERS SUPPORTED

- Bargaining Unit coordinator positions are now part of our staffing model in contract administration, professional practice (PP), Workplace Safety and Insurance Board (WSIB) appeals, communications and legal, and one PP secondee position was created and filled. These positions provide enhanced support to members and leaders while better streamlining and triaging member concerns.
- *Winning Together: Your quarterly contract insights*, an email newsletter, was created to help promote awareness of members' rights under the collective agreement, successes and advice on how to advocate.
- Two new important Health and Safety toolkits were launched: *Infectious Disease Toolkit* and *Psychological Injury Toolkit* (see page 20).
- The Health and Safety Team and WSIB Appeals Team began offering virtual information sessions called Ask a Specialist.
- Online sector connects were created for nearly every sector, so members and leaders can learn about trends, emerging issues and education, and receive the support they need.



By building and maintaining high-performing Bargaining Units, we can reach, empower and serve all members.

STRONGER BARGAINING UNITS

- The *Guide to Accountabilities and Competencies for all Bargaining Unit and Local Leaders* underwent a major revision, identifying how each role advances ONA's strategic outcomes and development opportunities.
- An audit of the Site Representative role was conducted, resulting in a new role description that better reflects the scope of their responsibilities within our Bargaining Units.
- An additional Leadership Summit was offered to leaders that included crucial curriculum subjects on anti-racism and anti-oppression, and emotional intelligence (see page 23).
- Two Negotiations Labour Relations Officer positions were created and filled as a resource to support bargaining and role clarity.
- Two new workshops were launched: Safe Return to Work Representative and Professional Responsibility and Workload Representative (see page 23).
- Brightspace, a new interactive online learning platform, was launched, allowing greater access to ONA education while tracking and recording member progress.





ONA uses a variety of methods, supported by a strong brand, to ensure Ontarians know the brutal truth.

TELLING ONTARIANS THE TRUTH

- A powerful brand renewal, which aims to tell the brutal truth, was launched to engage members, unify the brand, empower Locals and support local action.
- ONA strengthened our capacity to amplify and mobilize members by creating two additional Member Mobilizer positions, one additional Communications Officer position and one Communications Coordinator position.
- Our public messaging remained strong through multiple rounds of paid advertising, reaching millions of Ontarians on TV, social media, in print and more. Our measures show strong engagement and response to paid ads.
- The Nurses Talk Truth advertising campaign showcased documentary-style footage of real members sharing stark insights (see page 10). The campaign won an international award for best Canadian online advertising campaign for 2023.
- Our social media accounts continue to outperform industry standards. ONA also outperformed comparator organizations in media coverage, receiving the highest proportion of media related to health-care workers (see page 10).
- Major campaigns were launched, organizing thousands of members to support bargaining across sectors, garnering widespread public attention (see page 12).
- ONA provided unprecedented feedback to the provincial government, making 30 submissions to them in this reporting period (see page 11).

EVERYONE INCLUDED

- The Anti-Racism and Anti-Oppression (ARAO) Working Group became a full team with three ARAO Specialists, including one focused on reconciliation.
- An ARAO approach was added to ONA's Statement of Beliefs and Constitution at the last Biennial Convention and the Board of Directors approved a *Declaration: Truth and Reconciliation* to establish a pathway that advances ONA's goals and commitment to reconciliation.
- ONA engaged Rose LeMay, reconciliation consultant and author of *Ally is a Verb*, to create our ReconciliAction work plan.
- New resources for members were created to further our ARAO work, including a tip sheet, a digital toolkit (in both English and French), the *Beyond Equity* email newsletter and modules in our eLearning platform. A new full-day workshop, ARAO for Elected Leaders, was also launched, and is offered both in-person and digitally.
- ARAO Specialists began regularly attending Area Coordinators Conferences to share updates and assist with a regional approach to implementing ONA's ARAO Action Plan.



ONA is committed to being a diverse, equitable and inclusive union.

- A Communities of Support pilot project was launched to support the creation of a culturally safe environment, with the goal to rebuild trust and strengthen solidarity. Communities of Support peer facilitator training was also launched virtually to support our Communities of Support.
- The Legal Expense Assistance Plan (LEAP) Team is applying an ARAO analysis to its cases and succeeding in showing how racism and differential treatment may affect allegations against members (see page 19). In its advocacy, LEAP counsel provides evidence of systemic racism and other discrimination, and urges decision-makers to weigh these factors in their decisions.
- The LEAP Team improved its representation of internationally educated nurses (IENs) by conducting social science research into the challenges IENs face and collecting raw data from the individual IENs being represented (see page 19).
- ONA introduced French translation at events and translated our *Member Guide to LEAP*, as well as candidates' articles and resumes for the regional byelection and Nursing Homes Provincial Negotiating Team election.
- The Retiree Network Advisory Team was created to support ONA's broader Retiree Network. Retirees have been actively involved in hospital bargaining rallies, the Victorian Order of Nurses bargaining phone zap, *Nurses Vote* provincial and federal election campaign phone banks, leafletting activities and more.
- Retiree members can now apply for their Retiree Membership in Access ONA and identify their chosen network.
- A new Board Committee—Anti-Racism, Equity and Human Rights—combining ONA's Human Rights and Equity Team and Anti-Racism Advisory Team, was formed (see page 21).
- The Bargaining Unit President toolkit, recently expanded to include resources for Local Coordinators, was launched to support leaders in promoting the Members' Survey to members.
- The Collaborative Leadership Framework Report was unveiled, which supports the work between governance and operations at the provincial level.
- The Enterprise Risk Committee embarked on a major initiative to create a governance-focused Risk Framework for ONA.
- The Legal/Contract Administration Committee was created to foster cross-team collaboration and adopt a coordinated services approach to issue resolution.
- Key investments in information technology (IT), dues and finance were made, including a team lead in local finance, and dues and membership, and a data engineer and business analyst in IT.
- New performance development reviews were launched for staff and managers, including core competencies, and provided an opportunity for staff to identify development-related goals and supports.
- ONA provided mental health first aid training for all staff, reflecting ONA's ongoing commitment to fostering a supportive and psychologically safe workplace.

OUR WORK, FOR YOU

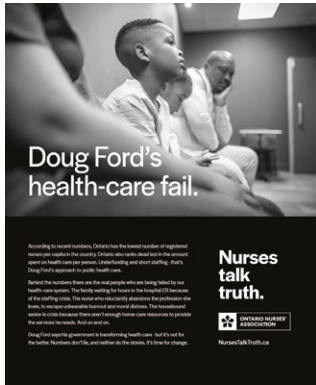
- The first of its kind for both, the ONA Members' Survey and Staff Survey were launched to learn more about our members and staff as well as assess our progress against our strategic priorities, including our ARAO Action Plan and our staff's diversity, equity, inclusion and belonging initiatives. Response rates were excellent for both surveys.



I am a force.

As we look to our next Strategic Plan, one thing is certain: members will continue to be at its centre.





Communications

Nurses Talk Truth

ONA's award-winning communications are guided by two strategic priorities: keeping members informed and telling Ontarians the brutal truth.

Advertising

Nowhere is this more evident than in our standout Nurses Talk Truth advertising campaigns, which target the Ford government, highlighting its disastrous impacts on nurses, health-care professionals and our public health care:

- **Spring 2024, Care not Profit:** Timed to coincide with nursing homes provincial bargaining, long-term care was the focus of these print, radio and social media ads.
- **Fall 2024, Ontario Deserves Better:** The day before the Ford government returned to the legislature, powerful ads of members shared stark, unscripted realities of their working lives.
- **January 2025, Demand Better:** A new round of video ads ran for a short, intensive period on social media to shine a spotlight on the Ford government's health-care failures on the eve of an early provincial election.
- **Spring and Fall 2025, Home Care Nurses are Demanding Better:** Social media, print and video ads told the true stories behind the faces of Victorian Order of Nurses members heading into provincial bargaining.

Metrics show our ads reached millions of Ontarians, who visited campaign websites and shared our messages.

Website

ONA's website (ona.org) remains a key touchpoint for members and the public. From September 2023 to September 2025, we had more than 1.2 million sessions

and 2.1 million pageviews. In 2024, we fully redesigned our website to embody our fierce brand, empowering members to action and celebrating our grassroots advocacy. We also redesigned our Local website template, an essential way to keep members connected and informed. More than 30 Locals now have their own websites.

Media Relations

We continue to be a trusted source of health-care information. From September 2023 to August 2025, ONA received more than 8,300 mentions in news media, with the majority in broadcast (television and radio), for 2.2 billion potential views. Coverage was driven by issues such as hospital bargaining, workplace violence and the nursing shortage.

F-Word Digital Magazine

In keeping with the times, ONA shifted from our printed *Front Lines* publication to an edgy digital magazine in April 2025 (onamag.org), with a bold, brash name to match. F-Word provides an outlet for members to share their stories, rants and praise about their experiences on the front lines and beyond without censorship and sugar coating, and they're overwhelmingly embracing it.

Email

A new quarterly email newsletter was launched in October 2024, focusing on contract administration wins, to complement our monthly eBulletin and four other topic-specific email newsletters (professional practice, health and safety, education, and human rights and equity). We continue to see exceptionally strong open rates.

Social Media

By embracing new platforms, such as Bluesky, ONA has expanded our presence on social media. As of September 2025, we have more than 97,000 followers across Facebook, Instagram, YouTube, Bluesky and X. In the past year, ONA recorded more than 34 million impressions and one million engagements on our posts.



Government Relations

ona.org/submissions

As in 2022, the Doug Ford Conservatives won a third majority in a 2025 snap election, and ONA continued to strongly fight back against their attacks.

The early election was called when polling showed the Conservatives were well ahead in popularity, largely due to Premier Ford's actions regarding President Donald Trump's tariff threats.

Legislation

This third majority win has seen the government quickly pass a number of damaging pieces of legislation that will harm Ontarians and our publicly delivered, publicly funded health-care system.

This legislation includes:

- Bill 135, *Convenient Care at Home Act, 2023*, which further privatizes home care by creating a structure where for-profit provider companies can operate and erode Ontario's public home-care system.
- Bill 223, *Safer Streets, Stronger Communities Act, 2024*, which closed supervised consumption sites on April 1, 2025. It also prohibits municipalities from participating in federal safer supply initiatives without approval from the Minister of Health and is leading to more preventable overdose deaths.
- Bill 5, *Protect Ontario by Unleashing our Economy Act, 2025*, which gives government the power to designate "special economic zones" to fast-track energy, infrastructure and mineral extraction projects. It allows Cabinet to waive legislation from several levels of government that would otherwise apply to these projects. This is a threat to First Nations' rights, labour rights and environmental protections.



ONA members aren't afraid to take their concerns straight to politicians.

Submissions

In total, ONA has provided feedback on 30 government regulations, consultations or pieces of legislation since November 2023. This includes:

- Intimate partner violence.
- Supervised consumption sites.
- Regulatory exemption to the Ontario Fire Code compliance deadline for sprinklers in designated long-term care homes.
- Changes to scopes of practice for nurse practitioners and registered nurses.
- Changes to allow nurse practitioners to complete and sign the mandatory blood testing forms.
- The role of resident support personnel in long-term care homes.
- Home care modernization contracts.
- Pre-budget consultations.
- Proposed amendments to the *Fixing Long-Term Care Act, 2021*.
- Amendments to the *Working for Workers Six Act, 2024*.

Lobbying

ONA has met with many MPPs, both in government and opposition during the timespan of this report. We have also:

- Supported the Ontario NDP's staffing ratios bill, knowing that staffing ratios are an important component of reducing workplace violence in health care.
- Met with the Ontario Primary Care Action Team on the issue of wage harmonization to close the wage gap.
- Worked with the official opposition and supported a motion to eliminate hospital parking fees, which pose a financial burden to staff and patients.

Nursing Students

ONA's nursing student affiliates continue to benefit from the union's advocacy efforts and support. We're surveying nursing students on primary care, lobbying government on paid clinical placements and the expansion of the learn and stay program, and advocating for tuition-free education, which police already have.

30

ONA submissions to government since November 2023



Mobilizing and Campaigns

ona.org/campaigns

Over the past two years, ONA members in several sectors have built their power and organized collective actions to improve their working conditions and the quality of care for patients, residents and clients.

Key Mobilizing/Provincial Campaigns

ONA and our members were engaged in several mobilizing and provincial campaigns, including:

- In 2023-24, members in participating nursing homes organized their first-ever provincial bargaining campaign to emphasize care over profit. They planned collective actions such as information pickets, a sticker up action and a rally outside of Extendicare's corporate headquarters to call on the CEO to meet their demands. Thanks to these valiant efforts, they won a historic 11.5 per cent wage increase over two years.
- In late 2024, participating hospital members began a series of escalating actions, including a mass rally outside the hotel where mediation with the Ontario Hospital Association was taking place and provincial all-out pickets, to demand safe staffing ratios. While the subsequent arbitration decision was extremely disappointing, a record number of members got involved, and the fight continues.
- In the lead-up to provincial bargaining with the Victorian Order of Nurses, members kicked off a *Pay Fair for Home Care* campaign in spring 2025 with a rally at Queen's Park to highlight that home-care nurses are the lowest paid in the province and face many serious issues, including violence on the job.
- Our *Close the Gap* campaign, launched in summer 2025, urges the Ford government to invest \$500 million each year over the next five years to close the wage gap in primary care and address Bill 124 shortfalls.

Local Bargaining Win

In April 2024, nurse practitioners and registered nurses at the Lakeshore Area Multi-Service Project (LAMP) in Toronto began organizing for a new collective agreement to demand fair wages and wage parity with hospitals. They identified that the lack of fair wages was contributing to a retention and recruitment issue.

Throughout bargaining, their employer continued to avoid their demand for fair wages. LAMP members organized a sticker up action to show the employer their collective power and launched an electronic emailer to build local community support for their demands. They gathered 186 email signatures and were finally able to ratify a memorandum of agreement on October 30, 2024. Through organizing, LAMP members secured major contract improvements and were pleased that their achievements in bargaining were directly related to their strong majority collective actions.



I am a fighter.

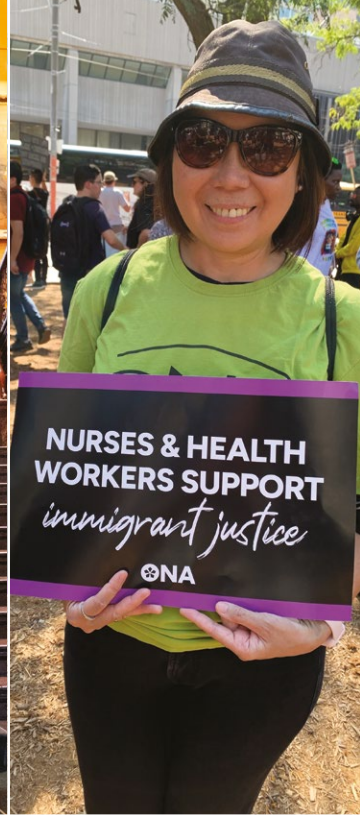
Talking to Ontarians and seeking their support is a key component of campaigns.

Solidarity: More than a Word!

Members know that solidarity means showing up and showing out for our union siblings to amplify their demands. Over the past two years, members supported striking LCBO workers (members of the Ontario Public Service Employees Union), other health-care workers who are part of the Ontario Coalition of Health Unions, the Canadian Union of Public Employees Villa Columbo workers and more.

As well, members endorsed the Migrant Rights Network's *Status for All* campaign and mobilized to attend province-wide solidarity actions.





Timeline

October 1, 2024 to September 30, 2025

(to view the previous year, see the 2024 Annual Report at ona.org/annual-report)



OCTOBER 18

Sixty active ONA retirees and a formidable advisory team discuss how their fight continues at our new Retiree Network's first meeting.

NOVEMBER 14

Members stage a hospital understaffing graveyard outside the Ontario Hospital Association's (OHA) office to call attention to the tragic loss of positions.



JANUARY 15

At a rally outside MPP Will Bouma's office, members at Grand River Community Health Centre demand the Ford government increases primary care funding to promote retention and close the wage gap.



JANUARY 30

Under the theme, *Together for Tomorrow: Driving Change for More Inclusive Health Care*, we talk about ONA advocacy and answer student questions at the Canadian Nursing Students' Association's National Conference in Halifax.

FEBRUARY 24

Hospital members deliver petition banners containing thousands of signatures to provincial election candidates to bring attention to staffing issues.

MARCH 20

All-out rallies take place across Ontario as part of members' escalating hospital bargaining actions.



2024

2025



OCTOBER 25

Nurses at Windsor-Essex County Health Unit ratify a contract, which includes wage increases and flexible working hours, following two public info pickets.

DECEMBER 3

ONA joins our union allies at a second rally in support of a decent pension plan for health-care workers at SickKids Hospital, and eight months later, the employer joins the Healthcare of Ontario Pension Plan.



JANUARY 29

Hundreds of members and supporters show their frustration at the OHA's lack of movement in negotiations at a rally outside the hotel where mediation is being held.

FEBRUARY 10

At a media conference with the NDP and union allies, ONA demands that nurse staffing ratios be front and centre in both a new hospital contract and for Ontario's next government.

FEBRUARY 28

ONA issues a media release stating that the re-elected Ford government must work with nurses and health-care professionals and heed Ontario voters, the majority of whom cast ballots for parties that campaigned on fixing our health-care system.

APRIL 7

On the heels of a public info picket/march, members reach a settlement during conciliation with Southwestern Public Health, containing wage increases and other improvements.



"Just look at how much we have accomplished together!"

— ONA Provincial President Erin Ariss, RN

APRIL 16

Chanting "pay fair for home care," a large crowd supports upcoming bargaining for Victorian Order of Nurses (VON) members at a Queen's Park rally.

MAY 9

"Raising our voices. Speaking the truth" is the rallying cry as ONA and our members mark Nursing Week.

MAY 24

Provincial President Erin Ariss receives a standing ovation after speaking before the prestigious Caribbean Canada Leaders Dialogue in Toronto on ONA's strong advocacy work and successes.



JUNE 27

Our media release tells the brutal truth: the Ford government earmarking \$155 million to private health-care clinics should be concerning to all Ontarians.

AUGUST 22

On behalf of 4,200 Ontario Health atHome members, ONA issues a statement strongly opposing the Ford government's mandate of a full-time return to the office for all Ontario Public Service employees.



SEPTEMBER 8

Armed with statistics showing staggering rates of workplace violence against VON nurses, ONA calls for fair pay and better funding for home care at a media conference.

APRIL 28

Secondes for the federal election engage fellow members and make supporting our health-care system a priority by sending texts, making calls, knocking on doors, distributing leaflets and hosting election events.



JUNE 11

ONA sounds the alarm as Toronto's University Health Network cuts more than 40 registered nurses, noting it will be catastrophic to patients.

AUGUST 2

For the third year, members adorned in spectacular costumes march in the Grand Parade of the Toronto Caribbean Carnival.



SEPTEMBER 18

Primary care workers at the North York Family Health Team host info pickets to call attention to their demand for fair wages and recognition of their skills.

MAY 12

A report from the Canadian Centre for Policy Alternatives that finds Ontario hospitals spent \$9 billion on nursing agencies in the past decade shows the extent of privatization, ONA warns.



SEPTEMBER 1

In a show of solidarity, members join Labour Day parades and events throughout the province to celebrate and reflect on workers' rights, struggles and victories.

360
Members organized during
the past two years at
16
employers



Bargaining

ona.org/bargaining

In 2024, ONA introduced a new transparent way of provincial bargaining, giving members opportunities to provide feedback on our bargaining demands.

As result, members are now directly involved in developing proposals and voting on which ones will be presented to employer representatives. ONA and employer proposals are posted on Access ONA to ensure continued transparency.

Hospitals: Despite valiant efforts from our Hospital Provincial Negotiating Team and a bold province-wide campaign, provincial bargaining didn't result in a negotiated settlement with the Ontario Hospital Association, which disrespected our members throughout the process. As a result, we proceeded to four days of arbitration. To ONA's absolute disgust, the decision by Arbitrator Sheri Price, released on September 3, 2025, contained nominal wage increases of three and 2.25 per cent in 2025 and 2026 respectively, using retail clerks and office workers as comparators, and didn't address the serious issues of safe staffing ratios and violence in the workplace.

Nursing Homes: ONA's Nursing Homes Provincial Negotiating Team led members through a campaign targeting wages, care over profits and safe staffing (see page 12). This collective push achieved significant wage gains of 11.5 per cent over a two-year contract.



ONA members, like these two on our recent Nursing Homes Provincial Negotiating Team, don't back down when it comes to bargaining!

Homes for the Aged: Most negotiations went to interest arbitration as employers weren't prepared to adopt hospital wages, unlimited mental health coverage and isolation pay. After reviewing additional decisions, direction was amended to unlimited mental health coverage to \$3,000 per year. Many settlements have been achieved because of this amended direction.

Home Care Providers: Victorian Order of Nurses provincial negotiations began in September 2025. The employer didn't agree to voluntary arbitration. A strong strike mandate was received from members should bargaining not be successful.

Public Health: Four mergers are underway under the *Public Sector Labour Relations Transition Act* that will adopt changes to eight of ONA's current public health units. Settlements continue to be achieved with compensation increases of two to four per cent, along with benefits and other improvements.

Primary Care (formerly Community)/Industry: Wage improvements in primary care are minor, if achieved at all, given the underfunding of Ontario's community and family health teams. ONA continues to push for improved funding and value recognition for this sector. Industry settlements are tied to the automobile industry. The future of these improvements is unclear given the instability of this sector.

Canadian Blood Services: ONA was approached by the employer to merge all plasma and whole blood collective agreements. Work is now underway to achieve this on behalf of members.

Ontario Health atHome: Legislation passed merging all 14 branches into one. The parties and unions reached an agreement and there will be two Bargaining Units moving forward. The classifications covered by those Bargaining Units and access agreement discussions continue, with an anticipated vote on the successor union(s) before the end of 2025.

Grievance Management

ona.org/contract-enforcement

Addressing grievances is at the core of ONA’s work. Each year, in close partnership with our committed front-line leaders, we handle thousands of member cases, always aiming to resolve issues before they reach arbitration.

Here are three standout victories from the time period of this report.

Posting Schedules Late Costs Employer

The employer had a recurring issue with posting schedules late. In response, we filed a grievance seeking premium pay for all prescheduled shifts during the two-week pay period when the schedule was posted past the required deadline.

Relying on the Local collective agreement provisions regarding scheduling violations and entitlement to premium pay, we pursued the case through the grievance process. Before moving to arbitration, the employer agreed at Step 2 to compensate affected members with premium pay for all their shifts during the impacted period.

ONA secured a successful outcome that not only delivered fair compensation to our members, but also reinforced the importance of adhering to scheduling timelines.

Overtime Rounding Win Amends Underpayment

ONA filed a grievance after identifying that the employer had been improperly rounding down nurses’ overtime hours when they worked past the end of their scheduled shifts. This practice led to the systemic underpayment of nurses, who weren’t being compensated for all minutes worked.

We successfully demonstrated that this violated both the collective agreement and employment standards legislation, which clearly entitle employees to be paid for every minute of work performed.

As a result of the grievance resolution:

- The employer was required to immediately stop the practice of rounding down hours.
- All time worked must now be accurately recorded and paid in full.
- Affected nurses received retroactive compensation for lost wages.

This win reinforced the importance of accurate payroll practices and upheld nurses’ rights to fair compensation for all time worked.

Employer Concedes on Short-Term Disability Entitlement

This member had been on long-term disability (LTD) for a lower extremity illness. During medical leave, they were in a car accident and later sustained a fall, both causing neck injuries. At the change of definition phase, LTD was ended on the basis they weren’t totally disabled from ANY occupation related to the original illness. A return-to-work attempt lasted only four weeks. With no income and facing financial hardship, the member considered early retirement.

ONA filed a grievance and argued that short-term disability (STD) benefits under the Hospitals of Ontario Disability Income Plan should be reinstated to the member because: 1) the disability stemmed from new injuries, and 2) their return to work exceeded three weeks, triggering a reset of STD entitlements.

We won! The employer conceded, and the grievance was resolved. The member is now on medical leave with STD benefits at 100 per cent of regular earnings.

Grievances Filed *(September 1, 2023 to August 31, 2025)*

Sector	Number of Grievances
Clinics and industry	64
Home and community care support services	236
Public health units	178
Home care	67
Homes for the aged	567
Nursing homes	1,043
Hospitals	7,253
Total	9,408

Legal

ona.org

Under the umbrella of ONA Legal, members are provided a wide range of legal services to fight against regressive laws that disregard collective agreements and bargaining processes with tremendous success.

Bill 124 Charter Challenge Appeal

ONA's most notable win from the last two years was against the Ford government's wage restraint legislation, Bill 124. The bill, introduced in late 2019, imposed a one per cent cap on total compensation for many public-sector workers, but didn't allow for sufficient consultation or collective bargaining within its restrictions, with no meaningful exemption process.

The bill sparked outrage among members, who took to the streets to make their anger known while ONA spoke out in the media and lobbied the government relentlessly, and launched a Charter challenge with union counterparts.

While the Ontario Superior Court struck down the bill in November 2022, the Ford government appealed. In February 2024, the Ontario Court of Appeal affirmed that Bill 124 was unconstitutional.

This case confirmed that the *Canadian Charter of Rights and Freedoms* protects the freedom of association for workers, which includes the right to form associations and bargain effectively with employers. The Court of Appeal unequivocally rejected the government's arguments that the cap was required due to a financial crisis and confirmed it "substantially interfered" with the unions' *Charter* right to bargain collectively. The Court recognized that there was "no evidence that the province could not achieve the same goals through collective bargaining." The Ford government subsequently repealed Bill 124.

This win is extremely important as it severely restricts the government's ability to repress compensation through legislation and circumvent free collective bargaining.

Important Arbitration Wins

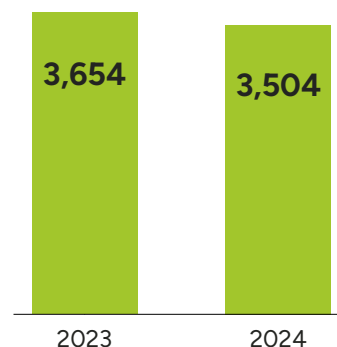
- **Niagara Health System:** This case determined that members are entitled to a pay advance under Article 12.11 of the collective agreement for a workplace injury where the Workplace Safety and Insurance Board has denied loss of earnings and our members subsequently appeal that decision.
- **Health Sciences North:** The local agreement imposed a two-year accrual cap for vacation. Nurses who exceeded the cap and requested vacation or a payout were denied by the employer. The arbitrator found that nurses must either be scheduled off or paid out once they hit their vacation accrual cap. Vacation is a material entitlement under the collective agreement.
- **Scarborough Health Network:** In one of the first cases of its kind, a member who contracted long COVID was entitled to long-term disability benefits for both Own Occupation and Any Occupation basis as a result of this win.
- **Royal Victoria Hospital:** A nurse terminated for alleged patient abuse was reinstated because the arbitrator concluded she used minimal force to safely administer medication to a resistant child, which wasn't considered abuse.



For five long years, ONA members fought Bill 124 at every opportunity.

Litigation Team Arbitration Cases

2023 to 2024



Arbitration Statistics – Successes

September 1, 2023 to August 31, 2025

5,579

Total cases at arbitration

1,141

Hearings held

3,095

Total resolved/closed cases

2,290

Preparation meetings held



LEAP

ona.org/leap

ONA is extremely proud of our unique Legal Expense Assistance Plan (LEAP) and the dedicated team behind representing and assisting members who face a regulatory college complaint/report or have a medical condition impacting their ability to practice.

Here are two examples from the last two years.

Fighting Workplace Anti-Black Racism

A member was reported to the College of Nurses of Ontario (CNO) after being terminated for practice issues. LEAP counsel provided written submissions to the Inquiries, Complaints and Reports Committee (ICRC). The case was referred to a discipline hearing and the member acknowledged some allegations. However, there was strong evidence she suffered significant workplace racism, which she had repeatedly reported to her employer to no avail.

Counsel argued the racism she experienced should mitigate any discipline issued against her. In April 2025, the CNO's Discipline Committee found it wasn't sufficiently linked to her misconduct to reduce the penalty. However, it ruled racism can be considered a mitigating factor where appropriate.

This decision, the first of its kind from the Discipline Committee, opened the door for ONA to argue in future cases that anti-Black racism should be considered where the quantum of penalty is at issue.

Defending Internationally Educated Nurses

ONA has become increasingly aware of the workplace challenges that many internationally educated nurses (IENs) face.

In June 2005, LEAP achieved a significant result for an IEN at the CNO's ICRC. The member, who had no prior discipline in her year at the facility, was terminated with no warning due to three concerns—two involving communication issues.

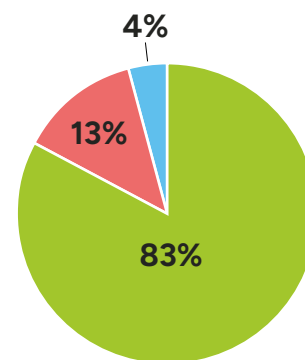
LEAP wrote detailed submissions that drew on their research of IENs and highlighted the systemic challenges they face in a new country and an unfamiliar practice environment. LEAP also gathered evidence from the Bargaining Unit President and the facility's nursing educator about the specific challenges for IENs at this small-town facility, where the introduction of racially diverse IENs was not entirely welcomed by patients and staff.

The ICRC issued advice, an excellent, non-public outcome for this member.

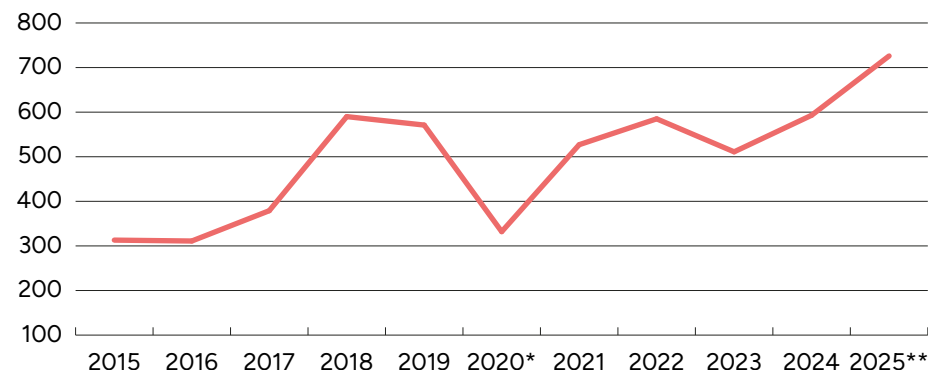
Regulatory College Outcomes for Conduct Complaints and Reports

September 1, 2023 to August 31, 2025

- Member retains clean record on public register (early resolutions, withdrawal of allegations and decisions to take no action or offer advice) – 681 cases.
- Member receives non-disciplinary caution or remedial order, which appears on public register – 105 cases.
- Member receives finding of professional misconduct from discipline committee, which appears on public register – 32 cases.



"LEAPs" and Bounds: Number of Cases over Past 10 Years



* CNO wasn't at full capacity during early days of COVID

** Projection, based on 2025 months to date



Health and Safety/LTD/WSIB

ona.org/ohs

ONA remains steadfast in our commitment to protect members from health and safety hazards in the workplace and to strongly advocate for the benefits to which they are entitled.

Health and Safety

Key to this is ensuring members are well informed and armed with the tools they need to assist with their occupational health and safety concerns and initiatives. This includes two new hazard-specific toolkits produced by our team of dedicated Health and Safety Specialists during the timespan of this report: *Infectious Disease Toolkit* and *Psychological Injury Toolkit*.

Challenges

Following the recent ruling by the Ontario Labour Relations Board (OLRB) that a sexual assault of a health-care worker by a physician constituted workplace violence and not sexual harassment, which highlights a gap in legislation that puts members at risk, we continue to fight for change.

Alarming, over the last two years, we have also seen an increase in violence involving weapons, and with the first weapons detection system implemented in a Canadian hospital, interest in Ontario is growing. ONA developed a recommendation on these systems for Joint Health and Safety Committees (JHSCs) to submit to their employers.

In response to a lack of action from Ministry of Labour, Immigration, Training and Skills Development inspectors, ONA escalated concerns to district Ministry managers, demanding action and that inspectors return to the workplace to re-investigate hazards and concerns. We continue to file appeals at the OLRB when there are no or inadequate orders to address hazards.

Health and Safety Caucus

The 2024 Health and Safety Caucus focused on workplace violence, with a toolkit developed to support members, while the 2025 Caucus empowered JHSC representatives to exercise their legislative powers. Both caucuses, held for all five ONA regions (either in-person or virtually), were exceedingly well attended.

Long-Term Disability

Formed just three years ago, ONA's Long-Term Disability (LTD) Appeals Team continues to have great success fighting for members' disability benefits while continuing to advance our mission to defend the rights of and advocate for nurses and health-care professionals. The team manages upwards of 200 cases per year.

LTD Appeals Filed (August 2023 to August 2025)

Item	Total
Appeals submitted	112
Retroactive money in members' pockets	\$3,059,795.84

Workplace Safety and Insurance Board

ONA's Workplace Safety and Insurance Board (WSIB) Appeals Team helps members navigate the complex appeals system and supports them throughout their claims. This includes appeals of WSIB claim denials and adverse decisions before the WSIB Operations and Appeals Services Division as well as the Workplace Safety and Insurance Appeals Tribunal, the independent tribunal and final level of appeal. The team handles about 300 member files at any given time.

WSIB Appeals Team Statistics (January 2024 to July 2025)

Item	Total
Total written and oral submissions	175
Files closed	201
Initial merit review	197
Workplace Safety and Insurance Appeals Tribunal wins	100% win rate
Appeal wins	80% win rate
Money in members' pockets	\$3,601,095.34



Human Rights and Equity

ona.org/hre

Until all workers receive equal treatment and are free from discrimination and harassment in their workplaces, ONA's critical human rights and equity (HRE) work will remain a core service.

New Board Committee

This was amplified by the recent decision to create a dedicated Anti-Racism, Equity and Human Rights Board Committee. In January 2025, our existing HRE Team and Anti-Racism Advisory Team converged for an in-person meeting to review and determine next steps. The committee will be chaired by the Regional Vice-President with the HRE portfolio and one additional Board member, and will initially contain at least three members from each of ONA's equity-deserving groups (Racialized, Black, Indigenous, Disabilities, Francophone and 2SLGBTQI) along with allies. Action teams, comprised of at least three members, a staff lead and subject matter expert, as needed, will assist with the committee's scope of work and ensure activities remain responsive and collaborative.

Pride

ONA's participation in the Toronto Pride Parade, which wraps up Pride Month each June, continues to grow exponentially, with 75 members taking part this year. Amidst rising hate crimes and backlash against many of our rights, never has it been so important to be loud and proud in defense of 2SLGBTQI members and fight against discrimination based on sexual orientation and gender identity.

In both 2024 and 2025, members joined the Board of Directors and staff to walk the parade route alongside our vibrant float in eye-catching t-shirts displaying a rainbow-inspired ONA logomark on the front and a strong message of empowerment and acceptance ("You are amazing, beautiful and enough") on the back to the loud cheers of the crowd.

HRE Caucus

Under the theme, *Building Bridges: Championing Diversity, Promoting Inclusion and Creating Equitable Communities*, ONA welcomed more than 400 attendees to our fall 2023 HRE Caucus. A key objective was to continue building our Communities of Support, a valuable opportunity for members to engage with others within their equity-deserving group.

The November 2024 Caucus focused on two of these groups: members living with disabilities and Francophone members. It featured moving first-hand accounts of ONA's assistance with accommodation issues, our first French panel, and words of inspiration from disability rights advocate Andrea Dalzell, the first registered nurse using a wheelchair in New York state.



I am a flame.

ONA's annual HRE Caucus is an excellent opportunity for equity-deserving groups to engage with one another.

Planning for the 2025 event, renamed the HRE Summit, also got underway during the timespan of this report. Instead of a specific theme, the Summit will focus more broadly on exploring all equity-deserving communities and building support.

HRE Book Club

Now in its fourth year, ONA's HRE Book Club remains popular with members and staff. Book titles are selected through an HRE lens and have included women's, 2SLGBTQI, Indigenous and disability issues. Book club members can win prizes by earning points for joining, participating in polls and attending virtual meetings.



Professional Practice

ona.org/pp

Through growing engagement from ONA leaders and members, and strengthened collaboration with the Professional Practice Team, important progress was made in resolving workload issues, improving work environments and advancing quality care across Ontario.

Process Enhancement

December 2023 saw the full implementation of a significant change to ONA’s professional responsibility process. Professional Practice Specialists are now engaged at the outset of files, bringing their expertise earlier in the process and supporting file management. This enables regional Labour Relations Officers to focus on grievances and strengthens Bargaining Unit capacity for quicker resolutions. A 15-month secondee delivered one-on-one education on the new process and workload tracking tools to more than 70 Bargaining Units.

We have already seen great success, including a significant increase in settlements and positive leader feedback. In the last four months of 2023, 11 settlements were reached, which more than doubled to 25 in 2024. By August 27, 2025, we had already surpassed the previous year’s total with 27 settlements. These settlements span the hospital, long-term care, Ontario Health atHome and community sectors, and support not only staffing but improvements in equipment, education, policies, and health and safety.

This reflects both an improved process and the concrete outcomes achieved through settlements that boost health-care staffing. In 2024, settlements added more than 88,000 hours (70,315 registered nurse, 4,380 registered practical nurse and 13,622 non-nursing), strengthening capacity and improving care.

27
settlements
reached in 2025
by August 27

By 2025, more than 83,500 hours (67,344 registered nurse, 7,800 registered practical nurse and 8,380 non-nursing) had already been secured.

Independent Assessment Committees

During the period of this report, ONA also achieved important gains through Independent Assessment Committee (IAC) hearings, including:

- Brant Community Health System:** Based on IAC recommendations, a Minutes of Settlement was signed. Achievements include more than 13,000 new registered nurse hours, strengthened charge nurse support, expanded orientation (225 hours with mentors), improved triage standards, added security and upgraded equipment, and enhanced communications through daily huddles and regular meetings.
- Winchester District Memorial Hospital:** The IAC recommended safer staffing ratios, a 70 per cent full-time registered nurse complement, dedicated day charge nurses without patient assignments, reassignment rules based on acuity, a reduced registered nurse staffing shortfall to five per cent by November 2024, and a strengthened orientation and leadership presence.

Ask a Specialist Sessions

From 2024 to 2005, staff delivered nine sessions on a variety of Professional Practice topics to more than 190 attendees. These sessions give leaders and members direct access to specialists’ expertise and practical tools for navigating the professional responsibility process.

Professional Practice Files

Year	Cases Opened	Cases Closed	Still Active*	Signed Settlements
2023 (September to December)	210	178	32	11
2024	703	487	216	25
2025 (to August 27)	637	215	422	27
Totals	1,550	880	670	63

* Active cases include “resolved” cases still being monitored for implementation.

Education and Events

ona.org/education

Led by our Member Education (ME) and Member Experience/Events teams, ONA continued to design and deliver interactive learning opportunities in-person and virtually at the Local level, along with a plethora of multifaceted provincial events to assist members with their professional and union lives.

Education

New Workshops

The ME Team released more than seven new workshops in the past two years, while revising most of the pre-existing ones. These workshops centre around anti-racism and anti-oppression (ARAO), human rights and equity, health and safety, political action, leadership and more. The team plans to release additional workshops in the future, with one already scheduled for January 2026 on the College of Nurses of Ontario's Code of Conduct.

New eLearning Platform

On April 1, 2025, a new eLearning platform was launched, and all certificates from courses completed on the old platform have been transferred over. Since going live, several engaging course topics have been made available, including negotiations, sector-specific professional responsibility and workload processes, health and safety, grievances and ARAO. A new course also went live with the platform's launch, Welcome to Your ONA. At the time of reporting, there were 119 enrollments and 51 certificates awarded for successful completion of this course.



ONA education, like this Leadership Summit, is informative, engaging and empowering.

Leadership Summit Firsts

In April 2024, ONA held a special one-time spring Leadership Summit in addition to the annual September event. Sessions were designed around building emotional intelligence and trust, strategic grievance handling and labour arbitration foundations.

For the first time, a diversity, equity and inclusion stream was delivered at our September 2024 Leadership Summit. It provided key learnings about ARAO, recognizing it as a core component of ONA's work. Participants learned skills to campaign for change and were given the opportunity to present in groups on how they will use this information in their workplaces.

Workshop Statistics: December 2023 to September 2025

More than 440 workshops were available, including 26 educational opportunities such as the Health and Safety Caucus, Leadership Summit, Treasurers Workshop and New Executive Partnerships. A total of more than 6,200 registrations occurred, with an attendance rate of approximately 77 per cent.

Events

Following the launch of ONA's renewed brand at Biennial 2023, our provincial events continued to further solidify its image and principles. Sessions have been offered at events, such as Provincial Leadership Meetings and Provincial Coordinators Meetings, to engage and inform members on the new brand identity.

In June 2025, ONA co-hosted the Canadian Federation of Nurses Unions (CFNU) Biennial Convention in Niagara Falls, where an apology was formally issued to Indigenous peoples with a resolution passed afterwards. The week-long event ended with a rally of more than 1,000 Canadian nurses, including dozens of ONA members, to fight for a fully staffed and funded public health-care system.



ONA sent a strong contingent of members to the CFNU Biennial Convention.



How ONA Staff Support Members

ona.org

If ONA members are the ones who care for Ontarians, then our dedicated staff are the ones who care for them. From labour relations services to legal help to administrative work behind the scenes, staff are here to ensure members have the support they need when they need it.

Chiefs and Management Team

- Provides organizational and strategic leadership and direction.
- Establishes organizational outcomes, strategies and structures so the Board of Directors can carry out its governance function.
- Determines the most effective and efficient allocation of resources.
- Supported by the **Senior Administrative Team**.

Regional Contract Administration Teams

- Provide labour relations services, including contract negotiations, and support to members in the regions where they work.
- Ensure employers respect collective agreements and take action where they are in violation.
- Supported by the **Regional Labour Relations Assistants (LRA) Support Team**.

Litigation Team

- Represents ONA and members at rights arbitrations.
- Provides strategic advice in other areas of practice, including human rights, return to work/ accommodation, and health and safety.
- Represents ONA at court injunctions/hearings, etc.
- Oversees ONA's **Library Services**.

Negotiations Team

- Assists with the development and research of strategic approaches related to pay equity, gender equality and collective bargaining for members in all sectors.
- Coordinates contract and benefit analysis and economic/labour market research.
- Represents ONA in interest arbitrations on matters related to collective bargaining.

Legal Expense Assistance Plan Team

- Represents members who have complaints and reports against them at their regulatory college.

Long-Term Care Non-Institutional/Organizing/PSLRTA Team

- Informs the organization about health-care restructuring.
- Provides membership with a voice on legislative changes by assisting with commentary.
- Ensures staff awareness of changes impacting members and their ability to provide care.
- Empowers the growth of ONA through organizing/*Public Sector Labour Relations Transition Act* campaigns.

Communications Team

- Ensures members are well informed and that the public knows the brutal truth.
- Uses a variety of communications vehicles to do so, such as the ONA website, advertising campaigns, social media, the F-Word digital magazine, direct emails, including email newsletters, media relations, publications, etc.

Government Relations/Mobilizing Team

- Lobbies the government for needed changes.
- Mobilizes members to ensure their voices are heard.

Leadership Development Team

- Provides support to new Bargaining Unit Presidents, ensuring they obtain high-quality onboarding and intensive needs-based assistance.

Anti-Racism and Anti-Oppression Team

- Guides ONA's critical anti-racism and anti-oppression (ARAO) work and ensures the continued roll-out of our ARAO Action Plan.

Membership Education Team

- Provides a mixed education program to members through in-person and digital workshops, lecturettes, eLearning, etc.
- Reviews program offerings on a regular basis to ensure they are up to date and meet members' needs.

Member Experience/Events Team

- Plans and executes provincial meetings and events that provide engaging environments for members to meet and collaborate.



Professional Practice Team

- Assists members with their professional responsibility and workload issues.
- Supports members in maintaining their regulatory college standards to deliver high-quality care.

Health and Safety Team

- Raises health and safety awareness, holds employers accountable for injury prevention, and assists members when this doesn't happen.
- Liaises with other unions and stakeholder groups on health and safety, and lobbies the government on legislation to help ensure safe workplaces.

Workplace Safety and Insurance Board (WSIB) Appeals Team

- Represents members in WSIB appeals when they receive adverse decisions.
- Lobbies the government and WSIB directly about WSIB legislation and policies.

Long-Term Disability (LTD) Appeals Team

- Advocates on members' behalf, and works tirelessly towards reversing denials of benefits.

Information Technology (IT) Team

- Comprises the **IT Operations Team** and **Applications and Database Development Team**.
- Manages and secures servers and technology infrastructure systems, connecting our 11 offices and supporting a userbase of approximately 1,400 staff, Local leaders and the Board of Directors.
- Oversees the Access ONA portal.
- Creates, manages and maintains custom-built data management systems used by staff and leadership.
- Continuously improves ONA's access to information using data warehousing and systems integration.

Accounting and Financial Reporting Team

- Processes all payments to Locals, salary and other expenses to members.
- Prepares financial reports for stakeholders.

Local Finance Team

- Works closely with the Treasurer to provide financial guidance for Locals and the creation of education for the Treasurers Conference and New Executive Partnership Workshop.
- Ensures Treasurers are trained and able to utilize the tools necessary to handle their Local books.
- Provides assistance to Treasurers via Simply Help.

Financial Planning and Analysis Team

- Ensures sufficient financial resources are allocated to appropriately service Locals and members.
- Summarizes financial performance, highlights key metrics and supports strategic discussions.

Administrative Services Team

- Keeps the ONA machine running smoothly.
- Fulfills member orders and ensures that ONA offices are in good order and staff have the necessary tools.

Dues and Membership Services Team

- Processes new membership forms, along with membership payments.
- Inputs information updates to accurately maintain the Constitutional entitlements of members.

Human Resources Team

- Ensures ONA has a robust team of experts, including RN staff where possible, to provide services to members in all areas.
- Manages employees' onboarding and training.



Hello, ONA?

During the last two years, ONA has made it easier for members to contact our regional offices throughout the province. Instead of individual numbers for each office, our central toll-free line (1-800-387-5580) can be used to connect to any of them.



Condensed Financial Statements

For the year ended December 31, 2024

Balance Sheet

	2024	2023
		Restated
ASSETS		
Current		
Cash and short-term investments (at market value)	\$ 28,882,846	\$ 22,174,585
Dues and other receivables	11,304,083	8,659,803
Prepays	2,665,042	2,092,103
	42,851,971	32,926,491
Capital assets (at net book value)	6,998,348	7,582,460
Marketable investments (at market value)	52,127,090	47,420,314
Investment in ONA Liability Insurance Ltd. (equity method)	18,684,534	18,179,343
	\$ 120,661,943	\$ 106,108,608
LIABILITIES AND NET ASSETS		
Current		
Accounts payable and accrued liabilities	\$ 14,065,652	\$ 14,334,038
Current portion of capital lease obligations	560,487	606,263
	14,626,139	14,940,301
Capital lease obligations	179,199	728,240
Employee future benefits	26,507,200	25,422,400
	41,312,538	41,090,941
NET ASSETS		
Invested in capital assets	6,258,660	6,247,958
Invested in ONA Liability Insurance Ltd.	18,684,532	18,179,341
Internally restricted	41,820,959	30,861,591
Unrestricted	12,585,254	9,728,777
	79,349,405	65,017,667
	\$ 120,661,943	\$ 106,108,608

The above information is a condensed version of the Association's audited financial statements for the year ended December 31, 2023 and December 31, 2024. For any inquiries, please send them to the Office of the President.



Condensed Financial Statements

For the year ended December 31, 2024

Statement of Operations

	2024	2023
		Restated
REVENUE		
Membership dues	\$ 89,918,854	\$ 78,709,212
Investment income	4,096,617	2,873,084
Other	1,590,250	966,976
	95,605,721	82,549,272
EXPENSE		
Governance/External vision	4,071,275	3,870,911
Membership services	4,918,226	6,203,154
Service teams	34,947,361	32,075,033
Support teams	23,607,073	22,343,737
Fixed costs	10,969,385	11,742,301
Program costs (Security/LEAP/Critical Illness/LTD/Supplementary/Bursary)	5,176,207	6,158,126
	83,689,526	82,393,262
Excess of revenue over expenses before undernoted items	11,916,195	156,010
Amortization	(1,973,498)	(1,999,861)
Unrealized gain on investments	1,672,950	1,294,907
Share of net gain of ONA Liability Insurance Ltd.	2,005,991	3,385,614
Excess of revenue over expenses	\$ 13,621,638	\$ 2,836,670

The above information is a condensed version of the Association's audited financial statements for the year ended December 31, 2023 and December 31, 2024. For any inquiries, please send them to the Office of the President.





"Two years ago, ONA launched a bold brand renewal that has taken us on a transformative journey I could never have imagined. Our members have become fiercer in dealing with the harmful initiatives of employers. Feistier in pushing back against the draconian policies of the Ford government. And fighters through and through. I couldn't be prouder to be leading this army of formidable members who will never be silenced again."

— ONA Provincial President Erin Ariss, RN

I am **ONA**

ona.org