

To: Bargaining Unit Presidents, Nursing Homes Sector

From: JoAnn Carey, RN, Chair, Nursing Homes Provincial Negotiating Team

Date: October 29, 2025

Re: **Nursing Homes Provincial Negotiating Team (NHPNT) Update**

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

I am writing to you as your newly elected Chair of the 2026 Nursing Homes Provincial Negotiating Team (NHPNT). I would like to introduce the members of the team who are privileged to represent you:

Region 1

Amanda Locking (full-time), Finlandia Nursing Home Ltd. (RPNs), ONA2
Jessica Gair (part-time), Extendicare Van Daele Manor, ONA12

Region 2

Ashley Dombroskie (full-time), Valley Manor Inc, ONA49
Isabelle Brunet (part-time), Lancaster Long Term Care Residence, ONA42

Region 3

Genevieve Tiri (full-time), Leisureworld Caregiving Centre, ONA111
Kala Ramesh (part-time), Rockcliffe Community, ONA6

Region 4

Chinyere Worenwu (full-time), Queen's Garden LTC, ONA1
JoAnn Carey (part-time), Valley Park Lodge, ONA9

Region 5

Irene Aguiar (full-time), Axiom Extendicare LTC II LP o/a Iler Lodge
(Revera/Extendicare), ONA8
Monique Forshaw (part-time), Banwell Gardens Care Centre, ONA8

Ex-officio

Erin Ariss, Provincial President
Alan Warrington, First Vice-President
Andrea Kay, Chief Executive Officer

Your team is already preparing for bargaining in 2026! The NHPNT began its orientation on October 27-28, 2025. Further orientation will occur on January 27-29, 2026.

We reviewed the responses from the Have Your Say bargaining survey. More than 1,700 members' comments were included in this survey and we have read each and every one of them. The comments from the survey have many similar and consistent themes, which we will address in bargaining.

The team, supported by negotiations staff, identified member priorities from the Have Your Say bargaining survey, reviewed the current realities in the nursing homes sector, the current state of health care, the threat to our public health-care system, and the realities we find ourselves practicing in. The team also engaged in planning mobilizing activities for all to get involved in.

ONA members will have the opportunity to advise the team of their demands for this upcoming round of bargaining. This will happen through two demand-setting meetings.

Please note the following virtual demand-setting meeting dates:

- November 11, 2025 – Regions 3 & 4 (6-7:30 p.m. ET)
Registration Link:
<https://ona.zoom.us/meeting/register/HuPgHHbS5if0aDR7xuiXw#/registration>
- November 12, 2025 – Regions 1, 2 & 5 (6-7:30 p.m. ET)
Registration Link:
https://ona.zoom.us/meeting/register/DEi5ZdbBRaKhJ_Dizg1oDg#/registration

We have set the following dates for negotiations with the Participating Nursing Homes: April 20 to 24 and April 27, 2026. We have not finalized the Memorandum of Conditions for Joint Bargaining. Once it has been signed, it will be sent to you.

If we are unable to resolve the issues at bargaining, ONA and the Participating Nursing Homes have agreed to mediate any outstanding issues. Mediation will take place with Mediator Matthew Wilson on April 28 and 29, 2026. Should we not settle at mediation; we have agreed to proceed to arbitration before Arbitrator William Kaplan on June 15 and 16, 2026.

We will be communicating on our progress and upcoming planned actions for members related to bargaining through emails, social media and on ONA's website

at <https://www.ona.org/bargaining>.

To assist the NHPNT in communicating our progress to members, we ask Bargaining Unit Presidents to add NHPNT updates to their meeting agendas, to post them on their worksite bulletin boards, Local website and/or social media, and to provide hard copies where members do not have access to our website.

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