

BOARD HIGHLIGHTS



Making Important Decisions for You!

A summary of discussions and decisions from the ONA Board of Directors Meeting, September 16-18, 2025

THE BOARD OF DIRECTORS MET IN GRAND BEND in conjunction with ONA's September Leadership Summit. We look forward to the upcoming Biennial Convention where there will be important discussions including Constitutional Amendments and Resolutions.

BOARD COMMITTEES

Quality of Service to Members Committee

► The Board adopted the Committee's recommendation to expand the toolkit to help Bargaining Unit Presidents (BUPs) improve completion rates for the member survey and support Locals to run Local draws, if they chose. The Committee has also been reviewing ONA's Membership Form, Digital Learning Platform, and Education and Events requests.

Governance and Nominations Committee

► The Committee continued its review of the Membership Policy Manual with recommended changes being submitted to the Board. As per its mandate, the Committee reviewed all proposed Constitutional Amendments and Resolutions to be presented at Biennial Convention. Changes to the Local and Bargaining Unit Election Policy were presented and accepted by the Board.

Enterprise Risk Management Committee

► The Committee has been creating a focused list of the biggest risks facing ONA's governance. An expert panel (known as the Delphi process) of 25 people (leaders, members and staff) was selected at the June Board and they have since participated in two surveys which asked them to assess how likely the risk was to occur, as well as the level of resources and expertise ONA has to mitigate the risk. Their feedback is informing the development of a Risk Registry Guide and policy.

Political Action Committee (PAC)

► Four new members (one from Region 1, two from Region 4 and one from Region 5) will be joining the team for the meeting on September 26. PAC members have been sharing updates on their progress with legislative

petition actions in their regions, Locals, Bargaining Units and communities. They also reported back on feedback they are hearing from the public.

Anti-Racism, Equity and Human Rights (AREHR) Board Committee

- The committee met July 15 to continue transition discussions from the two previous provincial teams to the Board Committee. The committee explored the inclusion of an Internationally Educated Nurses (IEN) Action Team. This Action Team will offer IEN members a platform to share their unique barriers, struggles, and victories; it is expected to be implemented later this year.
- The Committee submitted two items for the Biennial Convention: Adding the Organizational Land Acknowledgement to ONA's Statement of Beliefs, and a Constitutional amendment to formalize the role of the HRE Representative on the Local Executive Committee. Both recommendations were supported by the Board.

POLICY UPDATES

- The Board approved changes to sections 10 to 18 of the Member Policy Manual as recommended by the Governance and Nominations Committee, pursuant to their housekeeping review. The amended policies will be sent to leadership.

REGIONAL REPORTS

REGION 1

- Agency use is decreasing, yet still prevalent in smaller rural areas and homes.
- Increased novice nurses and skills-mix issues are making scheduling difficult to ensure sufficient support for this group.

WANT TO KNOW MORE?

The full minutes from the September Board of Directors meeting will be available at ona.org once approved.

- High vacancy rates for nurses and paramedical groups are resulting in scheduling issues.
- Permanent layoffs and job losses through attrition are being reported.

REGION 2

- Unregulated multi-service support workers remain in place. There are concerns regarding the adequacy of their training.
- There are many grievances filed including those involving a difficult and unresponsive employer.
- Continued staffing issues are resulting in unsafe workloads.

REGION 3

- Denials of short-term disability (STD) and delays/denials with accommodations and long-term disability (LTD) are resulting in significant financial hardship and stress.
- Erosion of RN work continues. One unit, whose original RN-RPN was 17:1, is now seeing 8:13 as posted on a new schedule.

REGION 4

- Several non-participating homes are declining to commit to provincial bargaining.
- Homes for the aged are refusing to settle. Tired of waiting, members in this sector want to mobilize around their negotiations.
- Multiple homes are closing, amalgamating and merging.
- New payroll systems are resulting in many grievances for missed premiums.

REGION 5

- Benefit premium increases and/or new providers appear to be occurring throughout the region. There is some difficulty getting a proper analysis of coverages.
- Still working through issues with vacation calculations, tracking, premium payments, sick time, seniority calculations, pension contributions not being deducted for part-time members, seniority lists, uniform allowance and no holiday pay.

PORTFOLIO REPORTS

COMMUNICATIONS

Advertising

- In advance of fall VON bargaining, the Nurses Talk Truth ad campaign launched a focused microsite and social media ads from May 18 to June 1 and again in early-September. ONA's monthly Hospital News ads continue.

Work is underway for a major ad campaign in the fall focused on workplace violence.

F-Word Magazine

- The F-Word digital magazine is receiving many submissions for the Vent section. Member feedback has been extremely positive. By the end of this reporting period on June 30, there were 12,630 page views and 6,845 users.

Media Relations

- In the second quarter of 2025, ONA garnered an impressive 3,286 media hits with a potential reach of 173 million views.

Social Media Report

- In this reporting period, ONA has shown a great deal of support for VON members through both paid social ads and organic (unpaid) social media posts. We created a suite of content to call out the Ford Conservatives' record on health care and privatization.

Member Mobilizing

- A mobilizer and education team member have completed the learning plan for the new Political Action Representative workshop to be launched October 16, 2025.

Nursing Students

- In August, McMaster University hosted its Nursing Welcome Week for more than 300 first-year nursing students. Since many of these students will become future ONA members, we are working to build awareness of ONA.

Member Recognition Advisory Team

- Our diversity is what makes ONA a strong union. To create more space, recognize and celebrate each other, the Board of Directors approved the expansion of the Nursing Week Team to the new Member Recognition Advisory Team (MRAT). This team will be tasked with supporting Local activities and awareness of provincially recognized worker and professional recognition dates.

Retiree Network Advisory Team

- Retiree Network Advisory Team (RNAT) members have been active with phone outreach to retired members in their regions. They have been supporting these regional activities, including the PAC petition to stop privatization and support staffing ratios.

Member Education and Training

- ▶ The second quarter of 2025 marked a period of steady progress in educational initiatives aimed at strengthening the capacity and engagement of ONA members.

Premiums and ONA Merch Shop

- ▶ In this quarter, the PLM Merch Shop sales totaled \$22,155.90 with more than 403 transactions and an average sale amount of \$65.00. The five-per-cent rebate ONA receives totals \$1,107.80.

Retiree Subscriber Network Project

- ▶ The current number of identified retiree subscribers is 316, up from 268 at the end of 2024. The number of new subscribers is 282, up from 222 at the end of 2024.

PROFESSIONAL PRACTICE

- ▶ From April 1 to June 30, Bargaining Units in collaboration with Professional Practice Specialists (PPS) were responsible for the following achievements:

- RN hours: 6,110.
- Other regulated hours/unregulated hours achieved: 975.
- Formalized charge nurse education.
- Introduction of a novice nurse workshop and safety equipment.
- Increased security presence and training.

Labour Relations and Contract Administration

- ▶ Grievance Activity: In the first 209 days of 2025, ONA averaged more than 20 grievances filed per workday and is on track to file more than 5,000 grievances this year.

OCCUPATIONAL HEALTH AND SAFETY**Section 21 Committee**

- ▶ Phase two of the 2025-2026 Workplace Violence Prevention campaign began on June 2 and will continue until March 31, 2026. The focus will be assessment and reassessment of the risk of violence and reporting of incidents.

LITIGATION**LTD Appeals**

- ▶ As of May 15, 2025, more than \$500,000 in retro payments have been recouped.

WSIB Appeals Team

- ▶ The team has recently adjusted its merit review process to allow WSIB Specialists to make submissions if they believe an issue on appeal can be easily resolved. The team has already achieved wins since ONA has taken this approach.

HUMAN RIGHTS AND EQUITY

- ▶ On June 5 a very successful Halton Equity and Diversity Roundtable (HEDR) Equity in Leadership Conference was held. This included a powerful workshop designed to empower conversations around topics of racism, privilege and marginalization.
- ▶ Members, staff and Board members continued to participate in Pride celebrations across Ontario.

HEALTH-CARE RESTRUCTURING***Public-Sector Labour Relations Transition Act (PSLRTA) Ontario Health atHome***

- ▶ The provincial government amalgamated the 14 Home and Community Care Support Services (HCCSS) into Ontario Health atHome on June 28, 2024. Each bargaining agent (ONA, OPSEU, CUPE, COPE and Unifor) continues to represent their existing Bargaining Units but collective agreements are now deemed to be with the successor employer, Ontario Health atHome. ONA has met with all our Bargaining Units in anticipation of upcoming votes.

NEGOTIATIONS**Participating Nursing Homes**

- ▶ Planning for the 2026 round of bargaining is underway. The Have Your Say Survey closed on June 27, 2025. Five full-time and five part-time members of the Provincial Negotiating Team have been elected or acclaimed. Part one of their orientation will be held October 27 and 28.

Non-Participating Nursing Homes

- ▶ Negotiations for renewal collective agreements continue. A review of outstanding homes being referred to interest arbitration is underway.

Retirement Homes

- ▶ Bargaining continues and settlements thus far include percentage increases obtained in other sectors.

Homes for the Aged

- Settlements have been achieved in some Bargaining Units providing wage parity with hospitals, isolation pay and unlimited mental health coverage. Arbitration decisions are also awarding hospital parity and isolation pay. Mental health benefits are being awarded on a case-by-case basis. Revised direction on barriers to settle is being drafted.
- The arbitration decision for hospital-sector members was released September 3 by Arbitrator Sheri Price. The decision is a betrayal of ONA's 60,000 hospital-sector members and marks 15 years without a negotiated contract. A hospital-sector meeting was attended by more than 1,300 members on September 5 following a dedicated briefing for leaders earlier that day. A recording of the meeting is available through Access ONA. The Board is considering options for next steps.

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 now that the Price decision has been released.

Hospital Labour Disputes Arbitration Act (HLDA)

- Nine decisions have been received, and two decisions are pending.

Ontario Health atHome (OHAA)

- The PSLRTA process is underway. Mediation was held in January 2025; the parties were unable to reach an agreement on Bargaining Unit configuration. On July 25 an agreement was reached that will see two Bargaining Units: one professional and one support staff. Further mediation is scheduled for October 8 with a virtual hearing, if needed, on November 10.

Home Care

- Victorian Order of Nurses provincial bargaining began in September with two dates. Paramed Bargaining Units are starting to negotiate contract renewals.

Public Health

- Settlements are being achieved. There are currently four approved mergers of public health units. PSLRTA applications have been filed and consultation dates at the OLRB have been set.

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.

The final meeting of the Board for the year will be held December 2-5, 2025. Planning is underway for the Human Rights and Equity Caucus, 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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