

To: Victorian Order of Nurses (VON) Bargaining Unit Presidents

From: Lorna Thompson, RN, Chair, VON Provincial Negotiating Team

Date: November 14, 2025

Re: **VON Provincial Negotiating Team (VONPNT) Update**

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

The VONPNT completed the additional two days of bargaining with the VON Canada – Ontario Branch on November 13, 2025.

The team remains determined to secure reasonable wage increases as identified by you, the members. Your team made it very clear that nurses are paid 10% **less** in real wages than 10 years ago. The team maintains its focus on your priorities of improved mileage, premiums and benefits. We continue to demand full compensation for all the work, time and costs incurred in the provision of care.

VON came to the table unprepared to provide a fulsome and fair response to the team's proposals. Despite increased government funding and escalating cost of living, the employer's monetary response fell far below this team's expectations. VON continues to hire agency staff rather than improve compensation that would retain and recruit.

We will stay on course and we will not back down! We will be filing for conciliation.

We will continue to communicate to ONA leadership on our progress through email with the VON Bargaining Unit Presidents. Our updates will also be available on ONA's website at <https://www.ona.org/bargaining>. Members of the team may, from time to time, contact Bargaining Unit Presidents for any feedback the team may need.

The central message of our current VON bargaining campaign indicates that VON nurses and health-care professionals are deeply dedicated to the care and well-being of their patients. They're fighting for the fair wages and support they deserve, to maintain high-quality home care for those who need it, and better health care for all of Ontario.

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