



Constitutional Amendments and Resolutions Passed

Biennial Convention 2025

Highlights indicate new language

STATEMENT OF BELIEFS

Land Acknowledgement

In the spirit of Truth and Reconciliation, the Ontario Nurses' Association recognizes that our work, and the work of our members, takes place on many traditional Indigenous territories across Ontario.

ONA is committed on our reconciliation journey as we engage in discussions to learn together, and to support engagement and partnerships with First Nations, Inuit and Métis peoples, organizations, and communities.

We believe that it's our responsibility to meaningfully incorporate reconciliation in all aspects of our organization.

STATEMENT OF BELIEFS

Collective Bargaining

- Members' input identifies aims and priorities to be negotiated.
- To achieve through province-wide negotiations a master collective agreement that standardizes salaries and conditions of work including portability of benefits throughout the province.
- **To achieve wage parity between the hospital, long-term care and community sectors and within designations.**
- To establish a joint job evaluation process that takes into account the varying work situations of members to eliminate the gender wage gap.
- To ensure that members are assigned reasonable work assignments which do not jeopardize the quality of health care and enable members to meet their professional standards.
- To encourage, improve and strengthen the desire and the ability of the parties to reach settlement through negotiations.

STATEMENT OF BELIEFS

The Political Process

- The Ontario Nurses' Association considers it vitally important to monitor proposed legislation and be aware of existing laws. Members must be ready to commit time, energy and funds to support the Union's point of view. ONA members must continue to speak out on issues of concern.
- ONA does not support or endorse any political party but may support or oppose a party's position on a particular issue when it coincides or conflicts with the Union's policies and goals.
- ONA will advocate with the government on issues of high priority to its members, including a **fully** publicly funded and administered **universal** health-care system **that promotes health, wellness and prevention.**
- **ONA will advocate with the government for appropriate and sustained funding to retain nurses, nurse practitioners and health-care professionals in all sectors with emphasis on sectors that have been, and are, consistently underfunded.**
- **ONA will advocate for staffing levels that ensure a safe environment for members and their patients/clients/residents, free from violence.**

ARTICLE 3 – MEMBERSHIP

C. Retired Members

- 3.09
- (a) The Union may establish a retired membership classification. The criteria for such membership shall be determined by a two-thirds ($\frac{2}{3}$) majority vote by either the Board of Directors or the voting delegates at a Special Meeting or Biennial Convention.
 - (b) A retired member is one who was a member prior to retirement (either early or at a pensionable age) or is in receipt of a permanent disability pension from a long-term disability program or worker's compensation. A member with entitlements who is hired on ONA staff is eligible to become a retired member upon their staff retirement, subject to Board and CEO approval. **In special circumstances, the Board may grant retiree member status to a member who did not hold entitlements at the time of their retirement.**

ARTICLE 4 – STRUCTURE

A. Geographic Regions

4.01 The Union shall be divided into the following five (5) regions.

Region 1

Districts of Kenora, Rainy River, Thunder Bay, Algoma, Temiskaming, Nipissing, Cochrane, Manitoulin, ~~Regional Municipality~~ **City of Greater Sudbury**.

Region 2

United Counties of Prescott and Russell, **United Counties of Stormont, Dundas and** Glengarry, Renfrew, Lanark, **Leeds &** Grenville, **Leeds, Dundas, Stormont,** Frontenac, Hastings, Prince Edward **County, County of** Lennox & Addington, Haliburton, ~~Victoria,~~ **City of Kawartha Lakes,** Peterborough, Northumberland, ~~Regional Municipalities~~ **City** of Ottawa **Carlton and Kingston**.

Region 3

Regional Municipality of Durham, ~~Municipalities of~~ York, Peel, ~~and~~ **City of** Toronto.

Region 4

Counties of Simcoe, ~~Brant,~~ Wellington, Dufferin, ~~Haldimand~~ **County of Brant, City of Brantford, Haldimand County,** Norfolk **County, City of Hamilton,** Regional Municipalities of Waterloo, ~~Hamilton-Wentworth,~~ Niagara, Halton, District Municipality of Muskoka and District of Parry Sound.

Region 5

Counties of Bruce, Grey, Huron, Perth, Oxford, Middlesex, Lambton, Elgin, ~~Kent and~~ Essex, **Municipality of Chatham-Kent**.

ARTICLE 4 – STRUCTURE

B. Chartered Local Associations

- 4.09 When two (2) or more employers combine to become one (1) employer the Board will consider if it is appropriate to combine all Chartered Local Associations and Bargaining Units within that employer group into one (1) Chartered Local Association and one (1) Bargaining Unit.

In such cases, the Board of Directors shall give such directions as it deems fit to facilitate the merger.

When two (2) or more Bargaining Units are merged to become one (1) Bargaining Unit, the Board of Directors may maintain separate sub-units within the merged Bargaining Units to represent members in internal governance matters, if appropriate. The merged Bargaining Unit would continue to be governed by applicable legislation including the *Public Sector Labour Relations Transition Act* and the *Labour Relations Act* for labour relations, negotiations, and other statutory duties and rights of ONA as the bargaining agent.

In such cases, the separate sub-units will be considered Bargaining Units for the purposes of any relevant articles including Articles 4.03 and 4.08 of the Constitution, Section 3(a) of By-Law II only, and any applicable policies under Article 4.17.

ARTICLE 4 – STRUCTURE

C. Board of Directors

(i) Composition

- 4.16 In order to be eligible to be nominated and stand for election and hold a position on the Board of Directors, a member must have first served at least one full term in one of the following Local Executive or Bargaining Unit Leadership Team positions (or equivalent as determined by the **Board of Directors Election Team**):

- Local Coordinator;
- Bargaining Unit President;
- Bargaining Unit Vice-President; **or,**
- Grievance Chair; **or,**
- **Local Treasurer.**

ARTICLE 4 – STRUCTURE

C. Board of Directors

(ii) Responsibilities

4.19 The affairs of the Board of Directors shall be divided into specific portfolios, which will include but are not limited to:

- (1) Communications/Government Relations and Student Liaison, **Provincial Negotiations and Constitutional Meetings**
- (2) **Local Political Action Campaigns**
- (3) **Local Finance**
- (4) **Anti-Racism, Equity &** Human Rights/~~Equity~~
- (5) Professional Issues
- (6) Occupational Health and Safety
- (7) **Contract Administration** ~~Labour Relations~~
- (8)** Education and Events

ARTICLE 4 – STRUCTURE

C. Board of Directors

(ii) Responsibilities

4.20 The portfolio of Communications/ Government Relations and Student Liaison, **Provincial Negotiations and Constitutional Meetings** shall be held by the President and the portfolio of ~~Political Action~~ **Local Campaigns** shall be held by the First Vice-President. **The portfolio of Local Finance shall be held by the Treasurer.**

ARTICLE 6 – MEETINGS

C. Area Coordinators Conferences

6.31 The Area Coordinators Conferences shall be funded provincially for meeting room rental, ~~coffee, tea, juices,~~ **non-alcoholic beverages** ~~faxes~~ **and** audio-visual equipment. ~~and the photocopying and distribution of the minutes.~~

ARTICLE 7 – ELECTIONS

A. Election of the Board of Directors

- 7.04 (a) Each nomination for President, **and** First Vice-President **and Treasurer** submitted shall be on a proper nomination form setting out their qualifications and bearing the signatures of five (5) members of the Union and the consent in writing of the nominee stating that the member will accept office if elected.
- (b) (i) A member running for Vice-President can only be a candidate in a region in which they are currently employed.
- (ii) Each nomination for Vice-President submitted shall be on a proper nomination form setting out their qualifications and bearing the signatures of five (5) members of the Region for which the member is a candidate and the consent in writing of the nominee stating that the member will accept office if elected.

ARTICLE 7 – ELECTIONS

A. Election of the Board of Directors

- 7.06 The Chief Executive Officer **or designate** shall verify that each candidate has been nominated in accordance with this Constitution and that the consent in writing of each candidate to stand for election has been submitted and shall prepare a ballot bearing the names of the nominees for each office. **The Chief Executive Officer or designate shall retain discretion to refer any discretionary decisions regarding nomination issues to the Election Team, where they deem it appropriate.**

ARTICLE 7 – ELECTIONS

B. Election Team

- 7.18 ~~The First Vice President of the Union or Board Member Designate shall chair the Election Team in accordance with Union Policy.~~ **The Election Team shall be chaired by a retired member of the Board of Directors.**

ARTICLE 7 – ELECTIONS

B. Election Team

- 7.19 Any member who wishes to make a complaint that the Union's Election Policy has been breached shall promptly do so in writing to the **Election Team** ~~Chief Executive Officer~~ providing as much detail as possible. ~~The Chief Executive Officer shall forward the complaint to the Election Team once received. The Election Team Chief Executive Officer and/or their delegate shall investigate all complaints. and forward the results of the investigation to the Election Team.~~ **The investigation shall be appropriated to the circumstances of the complaint.** If, following a complaint or on its own notice, the Election Team is satisfied that the Election Policy has been breached by one or more members, it may take such action(s) it considers appropriate in accordance with Union Policy including but not limited to removal from the ballot. In addition to any action(s) taken in accordance with Union Policy, the Election Team may refer the matter directly to the Board of Directors for a hearing pursuant to Article 9. When such a referral is made, the Election Team shall be the complainant for the purposes of pursuing the complaint.

ARTICLE 9 – DISCIPLINE

- 9.02 For greater certainty, but not so as to restrict the generality thereof, conduct detrimental to the advancement of the purposes of or reflecting discredit upon the Union, shall be deemed to include:

(a)-(i) Status quo

(j) Willfully engaging in any acts or course of conduct which are inconsistent with the collective bargaining process, or which constitute a breach of an existing collective bargaining agreement.

(k)-(m) Status quo

(n) Breaching the Union's Election Policy.

By-Law II – Local Executive Committee

1. The affairs of the Chartered Local Association shall be governed by Local policies voted on by membership at a Chartered Local Association Meeting and administered by a Local Executive Committee.

All members of the Local Executive Committee are responsible for monitoring the financial situation of the Local and ensure that monies are spent effectively, appropriately and within the scope of Local and Provincial Policies.

The Local Executive Committee shall be composed of the following:

- (a) Local Coordinator;
- (b) First Vice-Coordinator;
- (c) One (1) or more Bargaining Unit Presidents;

In Multi-Bargaining Unit locals one of the Bargaining Unit Presidents other than a Bargaining Unit President who also holds the position of Local Coordinator, may hold the role of Treasurer or Secretary if permitted by Local policies.

- (d) Secretary;
- (e) Treasurer; provided that the Local Executive Committee may include a Secretary-Treasurer, in place of a Secretary and a Treasurer, who shall perform the functions of both;

- (f) **Human Rights and Equity Representative;**

~~(f)~~ (g) Bargaining Units which may have more than one (1) site location may choose to elect one (1) or more site representatives if permitted by Local policy;

~~(g)~~ (h) If permitted by Local policies, Locals may choose to elect one (1) or more Vice-Presidents. In a Multi-Bargaining Unit Local, one (1) Vice-President may hold the role of Treasurer or Secretary, if permitted by Local policies.

By-Law II – Local Executive Committee

4. (a) In Multi-Bargaining Unit Locals the Executive Committee shall elect the First Vice-Coordinator from among the elected Bargaining Unit Presidents. If none of the Bargaining Unit President(s) are able and willing to stand for election for this position, then the First Vice-Coordinator shall be elected by and from other Local Executive members.

If the First Vice-Coordinator is appointed as the Local Coordinator or holds the position on an interim basis for more than four (4) **consecutive** weeks, then they may not hold the position of Treasurer or Secretary-Treasurer.

In Single Bargaining Unit Locals, a member of the **Bargaining Unit** shall be elected as First Vice-Coordinator. **If permitted by Local policy, the First Vice-Coordinator in a Single Bargaining Unit Local may be elected by and from the other Local Executive members.**

By-Law II – Local Executive Committee

6. The Local Executive Committee shall meet at least once every four (4) months. **Attendance of any non-Local Executive Committee members shall be at the discretion of the Local Executive Committee.**

By-Law III – Duties of Officers

1. (d) Treasurer

- (i) ~~The Treasurer shall be responsible for arranging for the collection and forwarding of members' dues to the Union.~~
- ~~(ii)~~ (i) The Treasurer **in partnership with the Local Executive** shall be responsible for the safekeeping of the monies of the Chartered Local Association and shall keep a record of all financial transactions.
- ~~(iii)~~ (ii) The Treasurer shall make a financial report at the annual meeting of the Chartered Local Association and at the meetings of the Local Executive Committee.
- ~~(iv)~~ (iii) The Treasurer, in conjunction with the Secretary, shall keep a record of the membership of the Chartered Local Association.
- ~~(v)~~ (iv) The Treasurer will provide the monthly financial summary to the Local Coordinator and the Local Executive including an explanation of the financial status of the Chartered Local Association.

RESOLUTION # 1

Dues Increase for 2026 and 2027

WHEREAS, the Ontario Nurses' Association (ONA) Board of Directors understands and supports meeting the service requirements and needs of the membership at the Local and Provincial Levels; and

WHEREAS, there is a need to continue to enhance mobilizing our members to fight employers and the government to protect our jobs and professions; and

WHEREAS, there continues to be increases in the cost of labour and benefits, membership events, membership education, computerization, etc.; and

WHEREAS, there is a need to invest in our future initiatives such as our Membership Assembly and our infrastructure; and

WHEREAS, there is a need to maintain a \$3 million operating fund closing balance for fiscal prudence; and

WHEREAS, the ONA Board of Directors understands and supports the requirement of additional funds at the local level; and

WHEREAS, the Board recognizes the need to assist Locals that have lower membership counts and/or a high number of bargaining units so that they can meet their Constitutional requirements and their fiduciary responsibilities; and

WHEREAS, the Board recognizes the need to be fiscally responsible but also to ensure that the support needs of our membership are met;

THEREFORE BE IT RESOLVED that the Dues increase in 2026 be:

- \$2.05 for the Operating Fund,
- \$1.00 for the Local Portion, and
- \$1.95 for the Supplementary Local Funding

For a total dues increase of \$5.00.

The Dues increase in 2027 be:

- \$2.15 for the Operating Fund,
- \$1.00 for the Local Portion, and
- \$1.85 for the Supplementary Local Funding

For a total increase of \$5.00.

RESOLUTION # 2

Dues Tiers

WHEREAS, the dues tiers were last increased at the 2021 Biennial Convention to be effective January 1, 2022;

WHEREAS, there has been significant wage increases achieved for many members since January 1, 2022;

WHEREAS, our health-care professional members have requested that the current dues tiers be increased;

WHEREAS, the Governance and Nominations Committee has done a historical comparison of the dues tiers and has recommended that the dues tiers be increased by \$5.00;

THEREFORE BE IT RESOLVED that the dues structure be amended effective January 1, 2026, as follows:

Straight Time Hourly Rate

Monthly Dues

Equal or greater than ~~\$32.50~~ **\$37.50**

\$127.69 (plus 2026 increase)

Greater than ~~\$26.00~~ **\$31.00**
But less than ~~\$32.50~~ **\$37.50**

~~\$93.21~~ **\$78.20**

Equal or less than ~~\$26.00~~ **\$31.00**

~~\$75.33~~ **\$68.20**

Stand-by Pay

Minimum \$5.00