

To: Bargaining Unit Presidents, Nursing Homes Sector

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

Date: January 22, 2026

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

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

The Nursing Homes Provincial Negotiating Team (NHPNT) completed its orientation and continues to work on refining proposals.

We reviewed the responses from the nursing homes Have Your Say bargaining survey, and the feedback from the demand-setting meetings that identified your bargaining priorities. The comments from the survey and the meetings 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 in which we practice. The team also engaged in planning mobilizing activities for all of us to become involved.

ONA members will review, discuss and directly vote on the initial proposals that your elected NHPNT will bring forward to the participating nursing homes.

Stay tuned for more details on how members can register to attend the presentation and vote on bargaining proposals. This virtual meeting will be held on Thursday, March 26 (12 p.m. to 2 p.m. or 6 p.m. to 8 p.m. ET). Members only need to attend one meeting to cast their vote on proposals.

We will be communicating our progress through email, social media and on ONA's website at ona.org/bargaining, and at the Bargaining Action Team meetings.

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. Should we not settle at mediation; we have agreed to proceed to arbitration before Arbitrator William Kaplan on June 15 and 16.

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.