

BOARD HIGHLIGHTS



Making Important Decisions for You!

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

THE BOARD HELD ITS FINAL MEETING OF 2025

discussing the many issues of importance facing our membership. These included the strike at the North York Family Health Team, VON provincial bargaining, and the disrespectful hospital decision by Arbitrator Sheri Price, which did not address our members' primary concern of safe staffing ratios. With an overwhelming amount of anger and outrage expressed by our members, we are looking at several ways to fight this decision, including through a judicial review of the decision, constitutional challenge of job action restrictions, and perhaps in our workplaces. In our fight for our primary care members, we continue to advocate as part of our Close the Gap campaign that calls attention to the significant underfunding of this sector.

BOARD COMMITTEES

Quality of Service to Members

- ▶ The Committee has been looking at how Local Coordinators can help new Bargaining Unit Presidents onboard to their accountabilities on Local Executive Teams. A new feature in Access ONA provides for a leader to see, in chart form, the names of members without entitlements and the ability to launch or resend a member application.

Governance and Nominations

- ▶ The Committee completed its housekeeping review of the entire Membership Policy Manual. Other work included updating the E-Scan templates for Area Coordinator Conferences (ACCs), Bargaining Units and Unit Representatives, and began developing accountabilities and competencies for the new Local Human Rights and Equity Representative position. The Committee also created Service Delivery Accountabilities for the Recruitment and Retention of Bargaining Unit Presidents.

Enterprise Risk Management Committee

- ▶ A focused list of the biggest risks facing ONA's governance is being created. An expert panel of 25 people (leaders, members and staff) was selected to participate in two surveys asking them to assess how likely the risk was to occur, and the level of resource and expertise ONA would require to mitigate it.

Political Action Committee (PAC)

- ▶ Committee members learned about proportional representation to better understand our political system. Members were trained in how to have six-step structured organizing conversations with co-workers to convince them to sign a legislative petition to stop privatization.

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

- ▶ ONA has taken steps toward reconciliation and deepened collaboration across the newly formed committee action teams. Approval of ONA's first ever Organizational Land Acknowledgement marked a meaningful and necessary step toward aligning with our commitments to reconciliation. The committee's action teams are: Events; ReconciliACTION; Communications; Outreach/Support; and Internationally Education Nurses (IENs).

Provincial Treasurer

- ▶ A new initiative to better understand the financial health of all ONA Locals has been put forward by the Provincial Treasurer. This initiative will support ONA in being able to better serve Locals as we work towards the implementation of a new Enterprise Resource

WANT TO KNOW MORE?

The full minutes of the December 2025 Board meeting will be available at ona.org once approved.

Planning (ERP) system. The SimplyHelp Team prepared summary notes on the individual Locals and their 2024 audit findings.

POLICY UPDATES

► The Board approved changes to Sections 19 to 27 of the Membership Policy Manual as recommended by the Governance and Nominations Committee. Other policy updates included:

- Policy 8.8 – Unmanageable Conflict within Local Executive and/or Bargaining Unit Leadership Team
- Policy 16.34 Social Media
- Policy 16.35 Political Action Kit
- New Policy 21.6 re Local Coordinator Room Bookings
- New Policy 26.26 re Hardship Fund

DONATIONS

► Donations approved for 2026 included the following:

- A sustained donation of \$50,000 for the Ontario Health Coalition.
- Sponsorship of the Ontario Legislative Internship Program at \$2,500.
- \$10,000 to the Canadian Research Institute for the Advancement of Women.
- Justice Sponsorship in the amount of \$18,500 for the Women's Legal Education and Action Fund (LEAF) Evening for Equality.
- \$2,500 for the April 8 Day of Pink Gala to support anti-bullying.
- Gold Sponsorship of \$1,750 for the 2026 Registered Nurses' Foundation of Ontario (RNFOO) Gala.
- \$1,300 sponsorship of the Chinese Workers' Network (CWN) Lunar New Year Banquet and full-page ad.
- \$1,000 donation to United Way Centraide Windsor-Essex-Chatham-Kent back-to-school program.

REGIONAL REPORTS

REGION 1

Still many grievances and issues with IENs. Numerous reports indicate gaps in skills, knowledge and competencies, resulting in multiple practice concern investigations. Workplace violence from aggressive patients has escalated.

REGION 2

Significant staffing shortages exist; reports that some managers offer incentives for members to work without agreement from ONA. Grievances have proceeded to arbitration.

REGION 3

Members in the Ontario Health atHome sector with a dedicated workspace began working in-office four days per week starting October 20, 2025, and that increased to five days per week starting January 5, 2026.

REGION 4

New Bargaining Unit Presidents require mentoring and education and are working with their LRO. A grievance has been filed over the employer booking agency staff to cover shift shortages before offering positions to ONA members. IENs' temporary resident status ending for many and they are seeking assistance with immigrant status.

REGION 5

An employer has agreed to settlement discussions for COVID-19 grievances. Recent incidents of harassment have been referred to arbitration. Employers are issuing Transfer of Accountability (TOA) direction often in conflicting ways, some discouraging staff from participating in overtime or tracking measures.

PORTFOLIO REPORTS

► Communications

ONA advertising in this period focused on Victorian Order of Nurses (VON) members' quest for a new fair contract, and a very successful workplace violence campaign – Code Black and Blue – on the crucial need for safe staffing to protect nurses and improve care. Member submissions to ONA's F-Word digital

magazine increased and saw strong engagement. ONA's performance on website, email, social media, media relations and more remains extremely strong.

► **Political Action**

A more concerted push and greater coordination on workplace issues is a priority. A new Political Action Representative workshop launched in October.

► **Nursing Students**

In 2025, ONA received 11 requests from nursing students and programs across Ontario, including sponsorships/monetary donations, promotional materials and presentations/other engagements. We also launched a survey to gather student input on the issues that matter most to them.

► **Member Recognition Advisory Team (MRAT)**

The Board received 51 applications and selected two members from each region to be part of this new team, announced at the 2025 Biennial Convention. The first meeting is set to take place in January 2026.

► **Retiree Network Advisory Team (RNAT)**

Some RNAT members have already been active in their regional PACs around the petition campaign to stop privatization and support staffing ratios. In November, team members reached out to retirees in their regions to support the ONA members' survey.

► **Member Education (ME) and Training**

With continued emphasis on workshop delivery, leadership training and registration efficiency, the ME Team successfully advanced member engagement while maintaining zero cancellations, which is a first in three years.

► **Premiums and ONA Merch Shop**

Just-in-time ordering and minimum quantities of items are purchased for the ONA Merch Shop so that items are sold through, inventory is cleared, and new items are continually sourced and brought into the mix for purchase.

► **Professional Practice (PP)**

The PP Team provided input into the College of Nurses of Ontario (CNO) draft revisions to two practice standards, Documentation and Therapeutic Nurse-Client Relationship and Professional Boundaries, to come into effect on February 1, 2026. The CNO has updated its RN Prescribing Standard.

► **Legal Expense Assistance Plan (LEAP)**

LEAP continues to see a significant increase in the number of new files. Lawyers often field 10 or 15 calls per day. Nonetheless, LEAP continues to achieve excellent results. For reports and complaints to regulatory colleges, 83 per cent of our files have resulted in our members maintaining a clear record on the public register.

HEALTH CARE RESTRUCTURING

Public Sector Labour Relations Transition Act (PSLRTA)

► **Ontario Health atHome**

PSLRTA consultations at the Ontario Labour Relations Board were held. ONA continues to monitor, assess and strategize to determine the best course of action to preserve our representation rights and to limit the employer's efforts to exclude many classifications currently in the Bargaining Units. Our PSLRTA campaign begins in January with the vote to be held in February.

► **Hospital@Home**

Monitoring this initiative continues as there is little consistency across the province.

NEGOTIATIONS

Long-Term Care (LTC)

► **Participating Nursing Homes**

Planning for the 2026 round of negotiations is underway. Orientation for the provincial team was held in October.

► **Non-Participating Nursing Homes**

Negotiations for renewal collective agreements continue. Unlimited mental health coverage and isolation pay are “must haves.” Some of the charitable nursing homes that tend to follow provincial nursing home settlements or decisions have agreed to consideration as new joiners and have accepted the terms of the Arbitrator Price decision to resolve their negotiations. Other homes that declined the offer to settle are now starting to settle based on the outcomes from the Price decision.

► **Retirement Homes**

Settlement discussions continue for expired retirement home agreements, applying the percentage increases obtained in other sectors as guidance for wage increases. *Hospital Labour Disputes Arbitration Act (HLDAA)* dates are set where settlements have not been achieved.

► **Homes for the Aged (HFA)**

There have been voluntary settlements reached in charitable and municipal HFAs, achieving parity with hospital wages, isolation pay provisions as per the hospital language and unlimited mental health coverage. Awards for unlimited mental health and isolation pay have also been achieved. Settlements must still contain the Kaplan wages and isolation pay.

► **Provincial Hospital Bargaining 2025 and 2027**

A direction memo is being drafted for the 2025 round. The timeline has been finalized for the lead-up to 2027. The call for elections of the bargaining team will be sent in April 2026. The launch of the Have Your Say survey will be in May 2026.

**The first meeting of the Board for 2026 will be held
March 3-5.**

**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 of Directors: Erin Ariss, Provincial President, Communications and Government Relations/Student Liaison/Provincial Negotiations/Constitutional Meetings; Alan Warrington, First Vice-President, Local Campaigns; Monique Storozuk, Region 1, Professional Issues; Rachel Muir, Region 2, Occupational Health and Safety; Karen McKay-Eden, Region 3, Anti- Racism, Equity & Human Rights; Grace Pierias, Region 4, Education and Events; John Lowe, Region 5, Contract Administration; Bernadette Robinson, Treasurer, Local Finance; 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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