



Hospital Provincial Negotiating Team Candidate Article

Name: Jason Dupras

Nominee For: Region 1 Full-Time Representative

Dear ONA Members,

The public hospital sector remains in a state of crisis. Short staffing, unsafe workloads, and burnout are continuing at an exponential rate since our last round of provincial bargaining in 2025. The Ontario Government continues to underfund hospitals and hospitals continue to cut RN positions at an alarming rate at a time where more of us are needed, not less. As a frontline RN, I know firsthand the worsening conditions we are all facing in our workplaces. The poor working conditions originally led me to run for a position on the Hospital Provincial Negotiating Team (HPNT), to bring our voices from Region 1 to the table and demand change. I have had the privilege to represent all ONA members from Region 1 for the last two rounds of hospital provincial bargaining and in our last round in 2025, I had the honour of being elected Team Chair for the HPNT. The team spent countless days and weeks preparing for bargaining, listening to the priorities of members and working tirelessly to achieve these at the table. We were united and steadfast on our demands and while we did not achieve all we had hoped for, it left a fire in all of us. There is much work that is left to be done, and I am determined to continue to fight for our demands and I am asking for your support in electing me as your Full Time Representative once more.

As we all know, we continue down a path that is not just unsustainable, but in fact dire for all of us and the patients/clients that we care for. Registered Nurses and healthcare professionals are the foundation of our hospitals and to see the amount of underfunding and RN cuts that are occurring is disgusting and is only making workloads more unsafe and worsening burnout. Make no mistake, it will lead to worse patient outcomes and a decrease in services, regardless of what politicians or CEOs might lead us or the public to believe. We continue to see hospital administrators and government officials profiting from these cuts at the expense of all of us and the patients/communities that we serve. RNs are the foundation of our hospitals, and it is imperative that we fix the problems that are plaguing our workplaces. We have the solutions to fix these issues and hospital administrators need to stop balancing their books on the backs of RNs.

Having had the experience at the provincial table in recent rounds, it is ever more clear to me that there are some critical areas that I believe we need to address. First, it is imperative that we address job security and protect our work as RNs. We continue to see hospitals across the province cutting significant RN positions from all

areas and replacing RNs with less skilled healthcare workers. While there is a place for all healthcare workers in the sector, it is unacceptable and outrageous that RN positions continue to be eliminated to balance budgets. We must demand a strengthening of our job security language to protect our work. Without job protection, we will continue to see RN cuts across the province in favour of a less skilled, cheaper workforce. Secondly, unsafe workloads continue to rise at alarming rates and are causing an increase in injuries, WSIB claims, burnout and RNs leaving the sector altogether for a better work life balance. Having unmanageable patient assignments, being unable to take breaks and mandatory overtime is appalling and is not conducive to providing quality patient care and directly impacts our health and well-being. We need more than lip service from hospital administrators; they need to acknowledge the health and safety challenges of our work, and we must demand solutions to protect us going forward. The evidence is clear that mandating safe nurse patient ratios is one of the most impactful solutions to address these challenges. ONA provided evidence and testimony by a world-renowned researcher on nurse patient ratios in the last round of bargaining that clearly showed introducing safe ratios improved workload conditions, improved health/wellness of nurses and led to better patient outcomes.

As we embark on another round of bargaining with our open and transparent process, I am encouraging all members to participate in the demand setting meetings that will give members the opportunity to personally interact with their negotiation team and have a direct say in the priorities that are taken forward to the negotiating table. I want all members to know that as a negotiating team, we read every single response in the Have a Say Questionnaire and in conjunction with what is discussed in the demand setting meetings, this is what guides proposal development. This next round of bargaining will be the most important round we have faced as a union in recent memory, and we need a strong and experienced team to fight for those demands.

I am confident that my previous experience representing all of you in the last two rounds of bargaining, my experience as a local/bargaining unit leader and my ongoing challenges as a bedside Registered Nurse, has me ready to once again be a strong advocate for our priorities at the provincial table. I am asking for your support to have the opportunity to represent all of you as the Full-Time Candidate from Region 1.

In Solidarity,

Jason Dupras

Signature of Nominee

Full-Time Candidate Region 1
ONA20 North Bay Regional Health Centre
dupras.union@gmail.com