

# RESPECT CAN'T Wait

More than 4,400 Ontario Nurses' Association (ONA) members, working at nursing homes across the province are negotiating a new collective agreement.

While nursing homes CEOs make record profits, nurses and health-care professionals are trying to provide high-quality, complex resident care while being understaffed, under resourced and underpaid.

## DID YOU KNOW?

- On average, long-term care nurses make 10.8 per cent less than those working in hospitals.
- Extencicare's CEO Michael Guerriere's total compensation was more than \$2.6 million in 2025.
- Disrespect and poor working conditions are pushing staff out of working in nursing homes.



# CARE NOT Profit

In 2025, one of the biggest nursing home chains in Canada, Extencicare, made a record **\$96 million in profits**. Other private, for-profit nursing homes do not even report their profits but still receive public, taxpayer money to operate.

Instead of lining the pockets of shareholders, CEOs and the Ford Conservatives must prioritize **care, not profit** and ensure fair wages, benefits and working conditions for front-line staff.

By negotiating a **fair and respectful contract**, nursing homes will be able to:

- Recruit and retain more staff.
- Improve workloads and prevent workplace violence.
- Ensure high-quality, timely resident care.

## TAKE ACTION

Call on nursing homes CEOs and the Ford Conservatives to prioritize care, not profit.



[ona.org/nh](https://ona.org/nh)