



**To:** Bargaining Unit Presidents, Nursing Homes Sector

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

**Date:** April 2, 2026

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

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

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We were pleased to see you at the Vote on Proposals meetings on March 26, 2026. The first-pass proposal package was passed by you and your colleagues unanimously.

We heard your comments regarding some fine-tuning for specific proposals such as overtime by seniority, compensation for additional duties for partial shifts, and additional premiums for restorative care, wound care and Medication Lead. We will review your comments as a team prior to providing the employer with our initial bargaining proposals.

We asked you to confirm your priorities. The Have Your Say bargaining survey identified outbreak premium, safe staffing and workload as your top three priorities. Your responses to the poll at the end of our meetings confirm that mentorship, including safe staffing and workload, compensation, including premiums and benefits, including dental, are your top three priorities. The team will consider both the survey results and the results from the Vote on Proposals meetings during negotiations as we debate each employer response to our proposals.

The videos of the Vote on Proposals meetings are now posted on [AccessONA](#) for anyone who was not able to attend the meetings.

Thank you for your support during our preparations for negotiations. We look forward to seeing you at the following upcoming actions:

- **April 13** – Bargaining Action Teams Meeting #4  
<https://ona.zoom.us/meeting/register/4RshPe45Q2Oxds0qKy-Npg>.
- **May 19** – Bargaining Action Teams Meeting #5  
[https://ona.zoom.us/meeting/register/\\_HKioGhsSd27mnOuW9Gpog](https://ona.zoom.us/meeting/register/_HKioGhsSd27mnOuW9Gpog).
- **June 4** – All homes info picket.
- **July 9** – Bargaining Action Teams Meeting # 6  
<https://ona.zoom.us/meeting/register/RU1XH5opRQCm4XcVYbiVnw>.

If you have any questions for the NHPNT, please contact ONA Provincial President Erin Ariss at [president@ona.org](mailto:president@ona.org). She will ensure that any questions are brought to my attention.