



To: Bargaining Unit Presidents, Nursing Homes Sector
From: JoAnn Carey, RN, Chair, Nursing Homes Provincial Negotiating Team
Date: April 30, 2026
Re: **Nursing Homes Provincial Negotiating Team (NHPNT) Update**
C: Board of Directors, Local Coordinators, NHPNT, Staff

The NHPNT completed bargaining and mediation with the Participating Nursing Homes from April 20-29. The signed Memorandum of Conditions for Joint Bargaining is attached.

The team presented our demands that address your priorities as identified in the bargaining survey and the demand-setting and vote-on-proposals meetings.

Our demands reflect that ONA members expect to have hospital parity on wages, economic enhancements, improved working conditions, staffing, workload and benefit improvements. Our agenda does not include “concessions.”

We have been crystal clear that all our demands have to be addressed in a meaningful way NOW.

Progress on non-monetary proposals has been unremarkable and frustrating. All discussions stopped once monetary proposals were exchanged. We, as a team, are insulted by the employers’ proposals to gut our rights and protections under our collective agreement.

Our team remains strong and committed despite the challenges of negotiating in an environment where profitable employers are refusing to invest in making their facilities a better place for residents to live and ONA members to work. For-profit employers refuse to improve staffing and compensation for our members. These shameless employers would rather line the pockets of their executives and their shareholders.

Arbitration before Arbitrator William Kaplan will take place on June 15 and 16.

We will be communicating on our progress and upcoming planned actions for members related to bargaining through emails, social media and on ONA’s website at <https://www.ona.org/bargaining>.

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.