



The Ontario Nurses' Association (ONA) held two Ontario Health atHome (OHaH) member town halls on May 6 and 7 to provide important updates and answer questions.

To support ongoing communication and ensure members have access to the information shared during the sessions, this document has been developed and addresses key issues raised by members and provides additional clarification on topics discussed, including next steps in the transition process.

Visit ona.org/ohah-news for the latest news and information for OHaH members.

Can I watch the town hall recording?

Yes. You can find a link on our ona.org/ohah-news page and a direct link on YouTube is [here](#).

If we were with ONA prior to this *Public Services Labour Relations Transitions Act (PLSRTA)* campaign, do we need to register again?

No. Anyone who is a new ONA member should complete the registration form here: [Membership Application Form](#).

Will you coordinate your efforts with other unions during the transition?

Yes, we will continue to coordinate with other unions including OPSEU, CUPE and COPE as best as we can for the transition. However, when it comes to bargaining strategy, we will determine our own strategy with our membership.

Can our transition agreement include a change to the mileage received related to the increase in gas?

We will raise this during negotiations.

Where do we submit our own experiences with the return-to-office problems (i.e. lack of workspace, parking, different rules for different employees, etc.)?

Please send an email to OHatHomeMemberQuestions@ona.org.

Please speak to the status of placement coordinators. It is distressing to not know if our professional designations and representation by ONA will continue based on the anticipated labor board decision.

This is still in dispute with the Ontario Labour Relations Board. Questions can be sent to OHatHomeMemberQuestions@ona.org.

Is ONA fighting for those of us whose return to office is practically new as we were not required in office from the get-go? When hired, I was told that we would be at the office for probation, but the goal was for us to work from home as we do not meet patients face-to-face and all our work is done remotely.

Yes, ONA is fighting through grievances on the requirement to return to the office. A coordinated review will occur in preparation with our legal team for all grievances which have been consolidated in front of Arbitrator Martelli.

Was there a timeline given for the demand-setting meetings? When would we expect those to occur?

This will be scheduled after the negotiating team is elected. All members will have opportunity to participate. It is likely to be scheduled in the fall of 2026.

In Champlain, our teams have been informed that the OPS hiring freeze now applies to current positions that are vacant. For example, if an OHAH employee leaves tomorrow, they will not be replaced. This is being framed as a "pause" however many of us have been very vocal about the growing and unmanageable workload, we are now asked to cover vacant positions on top of our own work. Can you please speak to the plan to address this with the employer?

This will be raised in ongoing discussions with your labour-management meetings and workload processes within your collective agreement. Of note, not all sites are subject to a hiring freeze.

This is an election year for some Locals. Will the current Bargaining Unit Presidents start in November/December and then change in 2027?

Positions elected this year by November 1 will start in their elected roles as of January 1, 2027, for a three-year period.

Is it normal for it to take such a long time to determine which positions are included or not included in the Bargaining Unit?

It can take considerable time based on all parties' participation and the determination by the Board.

Can we have an email address of our negotiating team for all regions when they are available? I want to make sure my suggestions are brought forward and discussed as part of the ONA agreement.

All members will receive notification of the demand-setting meeting which you can attend and provide your input. There is a [survey](#) for members to complete.

How long is the Local elections cycle?

Elections are on a three-year cycle and must be completed by November 1 in the year in which the terms end.

HNHB has many part-time B Care Coordinators. Many are feeling not represented when they bring forward concerns. Would they have separate representation or how would their concerns be addressed?

All member concerns will be reviewed based on the survey which is available to all members. There will also be a demand-setting meeting in the fall before the demands/proposal package is finalized.

Can you provide a brief overview of what process/timelines look like from here to transitional agreement to new collective agreement being negotiated?

Transition document negotiations were in the last week of May. Call for Nominations for the Negotiations Team launched May 21 and closed on May 28. Elections will run from June 17 to July 8. The OHaH-specific [Have-Your-Say Questionnaire](#) launched on May 21. Negotiations have been confirmed with the employer for the first week of December 2026 and February 2027. Orientation will start the last week of August leading into September. Additional dates will be communicated for demand-setting meetings and vote-on-proposals meetings as well as mobilizing activities.

When can we work from another office outside of our local region, if we live in another region and work in another region?

This will be determined through the merged first collective agreement. It will be important to complete your survey and attend the demand-setting meeting in the fall of 2026 to ensure we receive your input.

Is there any way we can fight to have decreased number of visits?

This needs to be addressed through our Professional Responsibility and Workload process language in your current collective agreement.

Can mileage be paid retro?

It is not typically a retro item in bargaining. However, please complete your survey and attend the demand-setting meeting in the fall of 2026.

Has there been any talks about being able gain old seniority hours when someone worked at another OHaH geography in the past?

This will not be addressed until the first collective agreement.

With multiple sectors in a Local, can a non-OHaH member be a BUP for our negotiations?

No. They need to be members of an OHaH bargaining unit.

We're noticing more programs that our patients are being discharged from hospitals that do not involve us at all. We feel our jobs are on the line. What is ONA doing about job/role retention?

This will be subject for discussions at bargaining for the first collective agreement. There will also be opportunity to comment within the bargaining survey. We will continue to advocate through existing collective agreements and rights under those agreements.

Coming from an OPSEU collective agreement, what will ONA do to fight for our letters of understanding around retirement benefits and hours of work that have been ongoing since the time of the CCACs?

If these Letters are appended to the collective agreement, they will be reviewed for our first collective agreement and if still applicable we will be taking the position they should be maintained unless we can achieve better with the terms of the first collective agreement.

Will this PSLRTA bring our pay to the top provincial rate?

In bargaining for a first collective agreement, we will be seeking to harmonize all wage grids across the branches as well as seeking wage improvements.

Is the workload alert form harmonized in a way that non nursing (let's say therapy) can use it?

Yes. Forms can be found at <https://ona.org/forms-and-resources/>.

Who do we send the forms to?

Workload forms and process are in your respective collective agreements, which will identify whom the form should be submitted to. Please reach out to your local bargaining unit president for assistance with the process.

With one employer and multiple branches, is there an appetite by ONA to have potential full-time provincial presidents and executive with VPs per regions?

The Board of Directors contemplated multiple different governance structures. For ONA to create provincial bargaining units for governance purposes, it would adversely affect our ONA Locals given that existing OHaH bargaining units make up on average 35 per cent of the membership of their current Locals.

I've reached out about concerns about T2200s and was told it's a CRA issue.

T2200s are being issued in accordance with CRA guidelines. If individual staff have questions, please ask them to bring them forward to their local Finance/Payroll team.

If people are off on maternity leave when the first collective agreement gets settled, do they get retro pay and retroactive to the mat leave top ups etc.?

That will be the position we present for demands-setting and what our proposals will reflect based on member feedback.

Will we get back pay to when our individual CAs expire?

That will be the position we present for demands setting and what our proposals will reflect based on member feedback.

How can we submit topics that we would like to see as improvements in the CA, to show what we as employees consider important for ONA to bolster when bargaining starts?

Yes. Please complete [survey](#). Then there will be a demand-setting meeting scheduled in fall of 2026 for members to participate and provide feedback and vote on the demands.

Will there be any improvements to our benefits, such as unlimited mental health benefits? ONA nurses that work in hospitals have that benefit.

Please complete [survey](#) and let us know.

Is there a plan for how to deal with seniority when bringing regions together that get paid 7 hrs vs. 7.5 hr/day?

All language will be reviewed to devise a plan to capture all seniority and service earned.

Why don't we have access to internal postings from other regions?

This will be addressed through the transition agreement that we begin bargaining May 27, 2026.

Regarding the bargaining team, what is the plan to have fair representation from therapists on the team and what would the structure look like.

Our bargaining team will have each Bargaining Unit President present and an additional two members from each Region which is an additional 10 members. Those interested should connect with their Bargaining Unit President and consider submitting their names to be representatives.

Are Placement Care Coordinators RNs?

There is a myriad of employees with different certifications that are employed within this classification.

How do you create a collective agreement for such a large bargaining team where the needs may be different for each agency?

We will work with your elected team to review all 17 collective agreements as well as review the survey. Then we will do a demand-setting meeting where all members can review demands/proposals and vote on those as well as provide feedback.

Those with the highest wage won't see an increase with the new CA?

Our goal for our first collective agreement will be increased wages for all members and a harmonized rate with hospitals as per our statement of beliefs.

What are the highest rates in the province?

Our economist is working on classifications and top rates across all 17 Bargaining Units so we can be prepared for ensuring harmonization. We do know currently the following classifications and their respective top rates – Nurse Practitioner \$76.40; Care Coordinator \$52.80; Registered Nurse \$51.72; Registered Practical Nurse \$45.03.

How long has ONA been representing non-nursing members? Has there ever been a time where a non nurse was elected to the board?

ONA has represented non nursing members since 1993. Any member, nursing or health-care professional, may run for a Board position pursuant to qualifications as outlined in ONA's constitution.

Could you please provide information on whether this 7-hour structure (while working for 8 hours) is consistent across all [OHAAH regions/locations]? Could you please discuss, as I have always that it should be 7.5 hours? Thank you for your time and clarification.

There are both 7 hours and 7.5 hours in the respective collective agreements as well as other extended tours ranging between 9 hours and 12. These will all be addressed with the first collective agreement.

How are Board Members appointed or elected to their positions and voted/appointed by whom?

Elections for ONA's Board of Directors are on a three-year cycle. The next election year is 2027. They are nominated by members/leaders from within their individual regions. All members within the region are entitled to vote.

How is the seniority list going to be "merged?" Will it be provincial or by region?

There will be a merged seniority list under one agreement that will dovetail based on current seniority.

Care Coordinators for the Peds program who are now with CHEO are at over 58\$/hr. Will a pay equity evaluation be completed for the pay scales in bargaining?

Pay equity will be reviewed after the completion of the first collective agreement.

How can we protect RN scope of practice and stop the CNO from giving RNs' scope of practice to RPNs without asking them to take additional education? Employers benefit from this by laying off RNs and hiring RPNs and paying them less.

We will advocate for all positions and be recommending bargaining unit protection language for our committee and members to consider with our demands. Wage proposals will be to harmonize and address all classifications contributions with membership approval.

How long will the Have Your Say bargaining survey be available for after launch on May 21?

The [survey](#) will be available until July 16.

What is the rationale for ONA union dues?

Membership dues are established by ONA members at biennial conventions. Members decided to have flat rate dues so that they are predictable and consistent regardless of whether you pick up extra shifts, earn premiums or get a negotiated wage increase. ONA provides a number of services such as contract administration, professional practice, health and safety, assistance with long-term disability appeals and WSIB appeals, and much more.

Will the transition agreement include language to support CCs to apply internally to CC roles in different regions?

The ability to apply across the geography will be addressed during negotiations for the first CA.

How was it decided that Toronto Central would pay dues levy?

Dues levies are decided at the Local level and as per the Local's financial policies.

Will retro pay include hours worked overtime?

Yes, for the hours portion not the time and one half pay. However, assuming there is an increase for the base rate, the OT rate will increase as well.

The hospitals in Central are introducing 11-hour shifts for hospital care coordinators. Can the employer force current staff or returning staff from maternity leave to switch their shifts if there is no interest in these 11-hour shifts?

We will be addressing extended tours with our first collective agreement and try and protect existing schedules people are working currently.

Will we pay dues on retro pay?

No.