

# BOARD HIGHLIGHTS



*Making Important Decisions for You!*

A summary of discussions and decisions from the ONA Board of Directors Meeting, June 9-11, 2026

**AT ITS SECOND MEETING OF THE YEAR, THE BOARD** discussed a range of issues affecting our members. Themes included plans to support members during provincial bargaining, efforts to address cuts to nurse and health-care professionals and continuing the fight against workplace violence.

## **BOARD COMMITTEES**

### **Quality of Service to Members**

► The Committee reviewed the Members' Survey results and gleaned key findings about member engagement and support. Grassroots members reported seeking support at the Local level rather than the Bargaining Unit level, prompting discussion about whether members require additional information about our structure. Data comparison from both Member's Survey reports show improvements in several measures, particularly under the strategic priority of Members Supported.

### **Governance and Nominations**

► Based on the committee's priorities, a new Human Rights and Equity Rep position was added to Local Executive Committees following approval at the Biennial Convention. A role description will be incorporated into the Guide to Leadership Accountabilities and Competencies. A new Service Delivery Accountability document was created to clarify the roles of staff, leaders, and the Board in recruiting and retaining Bargaining Unit Presidents. The committee will review the Guide to the Grievance Committee and Whistle-Blower Protection Guide.

### **Enterprise Risk Management Committee (ERMC)**

► The risk framework was finalized in January and is now being used as a living document, with the ERMC Chair overseeing the risk registry, review process, and communicating urgent risks to the Board. Following risk management training, the committee reviewed identified risks and continues to provide regular risk updates to

the Board. The committee will focus on risk mitigation, measurement, and reassessment processes. The committee also reviewed emerging risks related to AI and received legal input. An AI policy will be forthcoming.

### **Political Action Committee (PAC)**

► The Political Action Committee reviewed regional activities, legislative advocacy efforts, progress on the staffing ratios and anti-privatization petition, and plans for a July Community Month of Action. The committee planned more than 28 community petition events to build public support for stopping privatization and implementing staffing ratios.

### **Anti-Racism, Equity and Human Rights (AREHR) Committee**

► The committee held two meetings where discussions were informed by member feedback, environmental scans, and workplace experiences, highlighting ongoing concerns related to discrimination, safety, and systemic barriers. Early planning began for the November 2026 AREHR Summit, with a focus on practical learning, culturally responsive supports, interactive engagement, and content that reflects the needs of equity-deserving members.

### **Provincial Treasurer**

► The Provincial Treasurer provided a comprehensive report on Local audited financial statement processes, reconciliation updates and supplementary funding. Effective January, supplemental funding was retired and enhanced funding was introduced to provide funding to Locals to be used to do the work of the union aligning with ONA provincial policy and constitutional requirements.

## **WANT TO KNOW MORE?**

**The full minutes of the June 2026 Board meeting will be available at [ona.org](http://ona.org) once approved.**

### Policy Updates

- ▶ Policy updates approved by the Board included:
  - Policy 13.6 Monthly Dues Deduction – Special Dues Levy
  - Policy 16.19 Retired Members
  - Policy 16.23 Communicating Diversity
  - Policy 21.7 Board Committee Provincial Meetings
  - Policy 26.22 Funding for Parades

### Tip Sheets and Documents

- ▶ The following were approved by the Board:
  - Tip Sheet: Hospital Fiscal Advisory Committees
  - Tip Sheet: Working Alone in the Community
  - Tip Sheet: Workplace Violence Risks and Risk Assessments for Community Health-care Workers
  - ONA Guidance: The Application of the Duty to Report When Acting in the Role of a Union Representative

### Donations

- ▶ The Board reviewed and approved the following donations:
  - Bag sponsorship of \$1,000 for the Book Riot event organized by Birchway Niagara.
  - Prize donation sponsorship of \$1,500 to the Shannan Hickey Golf Tournament.
  - Donation of \$1,000 to St. Lawrence College 2026 Synapse Conference.

### REGIONAL REPORTS

- ▶ **Region 1:** Health Sciences North health-care professionals continue to experience problems with their employer. It is often unprepared to address issues and displays a lack of understanding of their own processes. The employer is trying to recruit Nuclear Medicine Technologists, offering a \$25,000 signing bonus to address the shortage. Many vacancies persist across classifications, including respiratory therapists.
- ▶ **Region 2:** The Corporation of the County of Hastings Long-Term Care Home continues to refrain from addressing issues in a collaborative manner unless the union files formal grievances and the grievances proceed to arbitration. The home is capping the amount of overtime the members may voluntarily work without the agreement resulting in grievances being filed. The geographical location makes it difficult to recruit staff as well.

- ▶ **Region 3:** Our relationship with Hospice Vaughan continues to be difficult. The employer is withholding information from us and has attempted to implement changes to vacation entitlement and health-care premiums during the freeze period.
- ▶ **Region 4:** North Wellington Health is experiencing serious safety concerns due to repeated violent incidents by a doctor against nurses. Despite substantiated complaints and an ongoing investigation, the doctor remains suspended but retains privileges. The employer has yet to fully address safety risks, while we continue to push for stronger safety measures, transparency, and accountability to protect staff.
- ▶ **Region 5:** Several managers at Erie Shores Healthcare continue to ignore and violate settlement agreements, negotiated LOUs and collective agreement provisions. About 40 new grievances have been filed since January 1. There has been an increase in failure to accommodate issues resulting in multiple grievances being filed.

### PORTFOLIO REPORTS

- ▶ **Communications:** As nurse and health-care professional cuts rise, a public relations strategy was developed and continues to be implemented. This is meant to complement existing campaigns on workplace violence and staffing, and support campaigns to address these cuts. Key tactics include an ONA webpage that tracks cuts, media releases targeting local cuts, social media posts and email newsletters. ONA advertising focused on Victorian Order of Nurses (VON) members' demand for a new fair contract. This campaign garnered a lot of media and social media activity.
- ▶ **Political Action:** Provincial President Erin Ariss spoke with MPP Ted Hsu regarding the impact of the Southeast Public Health Unit's merger and the layoff of the unit's sole NP. We wrote to MPP Hsu and provided additional information about the impact. Ariss spoke with MPP Jessica Bell, Official Opposition critic for Finance and the Treasury Board, about layoffs and understaffing.
- ▶ **Nursing Students:** Provincial President Erin Ariss wrote to Dr. Jane Philpott, Chair of the Primary Care Action Team, regarding the experiences of nursing students with the primary care sector. Our letter shared high-

level details about ONA's nursing students' survey and offered to meet with Dr. Philpott to discuss key findings. On March 18, Region 2 Vice-President Rachel Muir presented to nursing students at St. Lawrence College's Kingston Campus. During this presentation, she discussed unions, their role, ONA's structure, various regulatory bodies, and the issues our members face across different sectors.

- ▶ **Member Recognition Advisory Team (MRAT):** In January, MRAT met for its inaugural meeting, and members were engaged and thoughtful with their comments and ideas. The team came to a consensus regarding the theme for Nursing Week for 2026 – Experts in Care. Fighting for Change. – which the Board approved. Nursing Week assets, including posters, shareables and web page content have been developed and launched.
- ▶ **Retiree Network Advisory Team (RNAT):** RNAT members met to underscore the contributions made by ONA retiree members with the Ontario Health atHome PSLRTA campaign. Collectively, RNAT members recruited over 50 retiree members to volunteer on the phone banks, including three former ONA Board members. Together, these members made over 9,530 calls to Ontario Health atHome workers to talk about the vote to choose ONA as their union.
- ▶ **Member Education (ME):** The first quarter of 2026 reflects a stable and well-aligned Member Education portfolio, with strong attendance, low cancellation levels, and continued growth in eLearning engagement. Increased adoption of digital registration and delivery methods has improved accessibility for members while enhancing operational efficiency. Sustained demand for leadership and core education programming demonstrates the ongoing relevance and impact of Member Education in supporting members in their roles.
- ▶ **Premiums and ONA Merch Shop:** The ONA Merch Shop offers a curated selection of branded merchandise for members, Locals and staff, all designed to align with ONA's brand standards. Our inventory strategy ensures variety and freshness with merchandise rotated regularly so members always have access to new merchandise options. First quarter sales totalled about \$1,088.
- ▶ **Professional Practice:** During this reporting period, there are were total of 798 files: 728 in intake, 64 at

the pre-complaint stage and six are at the Independent Assessment Committee (IAC) stage. About 270 new files opened during this period. Increasing membership engagement, and knowledge of the process remains the top priorities of the Professional Practice Team. Minutes of Settlement were achieved at five workplaces. Headwaters Health Care Centre is advancing to an IAC.

- ▶ **Legal Expense Assistance Plan (LEAP):** The LEAP Team expressed concerns to the CNO about how they displayed Inquiries, Complaints, and Reports Committee (ICRC) Decisions on the public registry. A large stigmatizing “Scarlet Letter” label was listed beside a nurse’s name. Both disciplinary decisions as well as decisions of the ICRC, which are supposed to be non-disciplinary, received this same highly visible notification. The CNO has now removed this stigmatizing label and has added a glossary to further explain the nature of the information posted. The CNO’s website announcement on the updates they have made to the Public Register acknowledges ONA’s contribution stating that “some of the changes we made were in response to feedback from our partners in the health system, including nurses, the Ontario Nurses’ Association and regulatory experts.”
- ▶ **Nurses’ Health Program (NHP) Update:** After an extensive search and procurement process, the NHP Board has approved Insight Health, Trillium Health Partners to take over as the new service provider. The partner organizations will now be working with Trillium and Lifemark Health to facilitate the transition. We expect that Trillium will provide better support to our members in recovery from mental health and substance use disorders who enroll in NHP.

## HEALTH CARE RESTRUCTURING / PUBLIC SECTOR LABOUR RELATIONS TRANSITION ACT (PSLRTA)

- ▶ **Ontario Health atHome (OHatH):** ONA was confirmed as the union representing the professional employee group on March 30. There are several positions the employer is seeking to exclude including educators. OPSEU is seeking the realignment of some positions to the clerical and technical group such as placement facilitators. These conversations are ongoing.

- ▶ **Hospital@Home:** Monitoring this initiative continues as there is little consistency across the province.
- ▶ **Public Health Units:** Haliburton Kawartha Pine Ridge and Peterborough (HKPR – ONA/CUPE, Peterborough – ONA/OPSEU/CUPE). The new entity is Haliburton Kawartha Northumberland Peterborough Health Unit. We are awaiting a final scope clause and confirmation that no vote will be required for the nursing Bargaining Unit. Hastings Prince Edward (HPE), Kingston Frontenac Lennox and Addington (KFLA) and Leeds Grenville (LG) (HPE – ONA/CUPE, KFLA – CUPE/OPSEU, LG – ONA/ CUPE). The new entity is Southeast Health Unit. We are waiting for a decision regarding scope and the number of Bargaining Units. No date has been set for representation votes.

## NEGOTIATIONS

### Long-Term Care Sector

- ▶ **Participating Nursing Homes:** Negotiations begin on April 20, 2026, followed by mediation and setting our arbitration position the following week. Arbitration is scheduled for June 15 and 16.
- ▶ **Non-Participating Nursing Homes:** Negotiations for renewal collective agreements continue.
- ▶ **Retirement Homes:** Bargaining continues in this sector, and settlements are achieving percentage increases obtained in other sectors.

- ▶ **Homes for the Aged:** There have been voluntary settlements reached in Charitable and Municipal HFA, achieving parity with hospital wages, isolation pay provisions as per the hospital language, and \$3,000 mental health coverage.

### Hospital Sector

- ▶ **Provincial Hospital Bargaining 2025:** The dispute on Transfer of Accountability is ongoing; the parties have signed an interim agreement. There is a further hearing on May 5, 2026. The collective agreement has not been signed due to this dispute. Local issues bargaining is complete, including all local issues arbitration hearings.
- ▶ **Provincial Hospital Bargaining 2027:** The 2027 round of provincial hospital bargaining will begin in April 2026 with a call for nominations and launch of the *Have Your Say* survey.
- ▶ **Non-Participating Hospitals** Bargaining has begun for 18 non-participating hospital Bargaining Units.

## ORGANIZING

- ▶ ONA organized 900 nurses at Markham Stouffville Hospital making Sick Kids the last remaining hospital in Ontario in which nurses are not unionized. In addition, there were three additional successful organizing campaigns achieved across the province.

The Board's next meeting in 2026 is September 15-17.

If you have any questions about this Board meeting, please contact ONA Provincial President Erin Ariss or your regional Vice-President. Current and past Board meeting highlights are available in [Access ONA](#).

Board of Directors: Erin Ariss, Provincial President, Communications and Government Relations/Student Liaison/Provincial Negotiations/Constitutional Meetings; Alan Warrington, First Vice-President, Local Campaigns (On personal leave); Monique Storozuk, Region 1, Professional Issues; Rachel Muir, Region 2, Occupational Health and Safety; Karen McKay-Eden, Region 3, Anti- Racism, Equity and Human Rights; Grace Pierias, Region 4, Education and Events; John Lowe, Region 5, Contract Administration; Bernadette Robinson, Treasurer/Local Finance; Andrea Kay, Chief Executive Officer/Board Secretary.

**To contact a Board member during regular business hours**, use our toll-free number at 1-800-387-5580. **To leave a message after hours in an emergency**, use the Board intake box, which is monitored twice daily. Call toll-free 1-800-387-5580, select preferred language (1 for English, 2 for French), press 4 for the Board intake line and leave your message.

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