

**Ontario Nurses' Association and Participating Nursing Homes
Items in Agreement
April 21, 2026**

2.11 The terms "regular pay" and "straight time pay" when used in this Agreement shall mean the amounts indicated in the wage classifications contained in ~~Schedule~~ **Appendix A**.

6.06 (h) The parties further agree that suitable subjects for discussion at the Union-Management Committee and Joint Health and Safety Committee will include ~~aggressive~~ residents **with verbal and/or physical responsive behaviours**.

The Employer will review with the Joint Health and Safety Committee written policies to address the management of violent **and responsive** behaviour. Such policies will include but not be limited to:

- i) Designing safe procedures for employees,
- ii) Providing training appropriate to these policies,
- iii) Reporting all incidents of workplace violence.

6.07 Violence in the Workplace

(a) The parties agree that violence shall be defined as any incident in which an employee is abused, threatened or assaulted while performing their work. The parties agree it includes **and is not limited to** the application of force, threats with or without weapons and severe verbal abuse. The parties agree that such incidents will not be condoned. Any employee who believes they have been subjected to such incident shall report this to a supervisor who will make every reasonable effort to rectify the situation. For purposes of sub-article (a) only, employees as referred to herein shall mean all employees of the Employer notwithstanding Article 2.12.

7.02 The Employer shall provide the Union with a list showing the first and last names and Social Insurance Numbers of all employees from whom deductions have been made. The report will identify the name of the facility and the month from which the dues are deducted. The Employer will also identify job classification (where the bargaining unit includes classifications, employees paid less than RNs) and status (i.e., full-time, part-time) of the employees, all terminations, newly hired employees (including start date, where the existing system allows for the information without cost), and employees on Leaves of Absence. On a quarterly basis, the Home will also provide the members' current addresses and phone numbers, shown on the Employer's personnel records. The Employer will ~~endeavour to provide~~ information in electronic format ~~if the Employer has the technology~~.

- 9.19 Local Health Integration Networks Integrations/Rationalization and Restructuring
- 11.05 (j) **Employees newly hired to replace employees who are on approved pregnancy and parental leave may be released and such release shall not be the subject of a grievance or arbitration. If retained by the Home, in a permanent position, the employee shall be credited with seniority from date of hire subject to successfully completing their probationary period.**
- 11.07 ~~Employees seeking to be appointed by the Province as classifiers, MOHLTC Inspectors or other secondments shall have their applications cosigned by the Employer. Subject to operational requirements employees offered such assignments by the Province will be granted leave without pay. On the basis that the Employer will be fully reimbursed for any such leave by the Ministry of Health and Long-Term Care or the LHIN, the Employer will maintain the employee's regular straight time wages and will provide full accumulation of seniority and service and as well as all other benefits under the Collective Agreement. If such leave/secondment is not fully funded by the Ministry of Health and Long-Term Care or the LHIN, it shall be without pay and subject to the effect of absence language.~~
- 13.05 Part-time Vacation Pay
- All part-time employees will receive their vacation pay bi-weekly with their regular pay. The amount of such vacation pay will be separately identified on the pay statement.
- ~~NOTE: For those employers not currently providing, effective the 2025 vacation year.~~
- 15.07 Extended Tours/Hybrid Schedules
- (j) Should the Employer refuse to grant a request under this Article, it shall provide to the Union its reasons orally.
- 21.03 The Employer shall upon entry into the Service Agreement or the Long-Term Care Service Accountability Agreement (L-SAA) with the Ministry of Health and Long-Term Care or the ~~Local Health Integration Network (LHIN)~~ **Ontario Health** in respect of residents cared for by members of this bargaining unit and provide copies of such agreements to the Union.

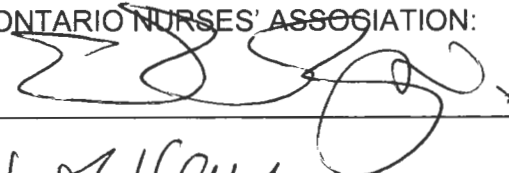
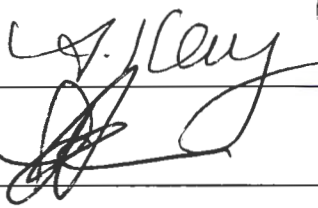
Renew the following Letters of Understanding:

- **New Certifications**
- **Provincial Negotiating Team**
- **Transfers between Homes within Chain**
- **Pilot Project – One Employer Two Homes Employment Opportunities**
- **Supernumerary Positions**

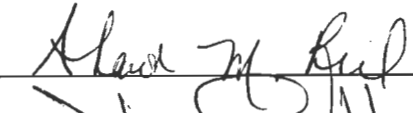
- Supernumerary Positions-Nursing Career ORIENTATION (NCO) Initiative for Internationally Educated Nurses (IENs)
- Grievance Commissioner System
- Provincial Committee on Violence in the Workplace
- Joint Advocacy
- Pilot Homes to Trial/LOU some of the following innovative practices

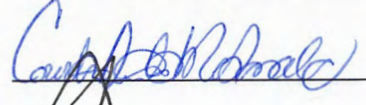
DATED this 21st day of April 2026.

ON BEHALF OF THE
ONTARIO NURSES' ASSOCIATION:



 Mary Ann O'Connell
 Mary Ann O'Connell
 Mary Ann O'Connell
 Mary Ann O'Connell
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 Mary Ann O'Connell

ON BEHALF OF THE
PARTICIPATING NURSING HOMES:





 Mary Ann O'Connell
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Alhambra

Alhambra

**Ontario Nurses' Association and Participating Nursing Homes
Items in Agreement
April 24, 2026**

12.07 Paid Holidays – Long Weekends

The provincial parties agree to allow the local parties to negotiate changes to Article 12.07. Where no agreement is reached, the provision will remain status quo.

20.07 The Employer undertakes to notify the Union in advance, so far as practicable, of any technological changes, **including the use of artificial intelligence**, which the Employer has decided to introduce which will significantly change the employment status of the employee(s) within the bargaining unit.

The Employer agrees to discuss with the Union the effect of such technological changes **including the use of artificial intelligence** on the employment status of the employee(s) and to consider practical ways and means of minimizing the adverse effect, if any, on the employee(s) concerned.

Employees who are subject to layoff due to technological change **including the use of artificial intelligence** will then be given notice of such layoff at the earliest reasonable time and in keeping with the requirements of the applicable legislation and the provisions of Article 9.11 to 9.16 will apply.

20.10 Liability Insurance

~~Should an~~ **An** employee, who is a Health Professional under the *Regulated Health Professions Act*, **may** be required to provide their Regulatory College with proof of the Employer's liability insurance. ~~the~~ **The** Employer, upon request from the **Union employee**, will provide the **Union employee** with a letter outlining the Home's liability coverage for Health Professionals in the Home's employ.

It is understood and agreed that the provision of the above noted letter in no way obligates the Employer to amend, alter or augment existing insurance coverage or to obtain or maintain insurance coverage beyond what is required by applicable LTC legislation or regulation.

For all existing Nurse Practitioner LOU, amend as follows:

The parties agree that the hours of work of the Nurse Practitioner shall average [EXISTING HOURS IN LOU] hours over a bi-weekly period, subject to 15.01 (a).

The provincial parties agree that the issue of temporary vacancies at OMNI Wildwood will be discussed at the local table. Any agreement will be in the form of a Letter of Understanding.

Sienna Homes LOU's Re: Stock Options Plan

Renew in all homes

Southbridge – Humber Valley Terrace

Housekeeping - incorporate missed language in previous collective agreement drafting:

14.04 Long Term Disability

Effective after 6 months of employment, the employee will pay 100% of the premium to provide a long term disability plan which pays 66-2/3 of an employee's regularly monthly earnings to a maximum of \$3,500 per month, following a qualifying period of 225 days.

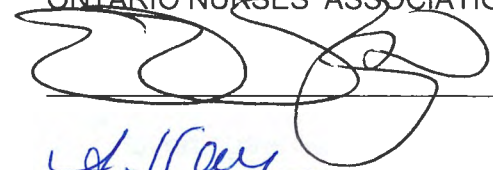
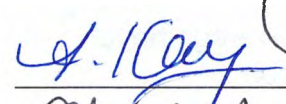
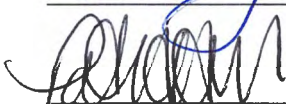
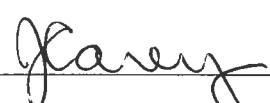
Southbridge – MacKenzie Place.

Housekeeping - incorporate missed language in previous collective agreement drafting:

14.04 The Employer agrees to contribute on behalf of each full-time employee who has completed her probationary period, eighty percent (80%) of the billed premium of the Long Term Disability Program carried by Beacon Hill Lodges Inc., provided the balance of the monthly premium is paid by the employee through payroll deduction.

DATED this 24th day of April 2026.

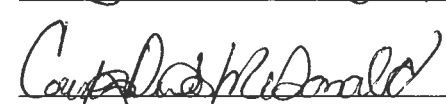
ON BEHALF OF THE
ONTARIO NURSES' ASSOCIATION:



ON BEHALF OF THE
PARTICIPATING NURSING HOMES:





Eric

Ashley D

Amanda Koning

Chadler Ben

Karen H

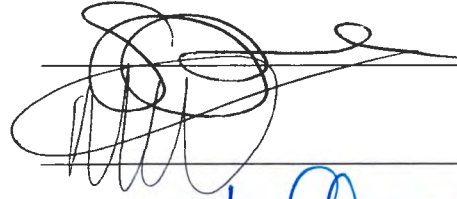
Thyfer

Pat Pattery

Maile Heese

D. Thibault

Mason



Jo
Baushard

**Ontario Nurses' Association and Participating Nursing Homes
Items in Agreement
May 13, 2026**

Franklin Gardens

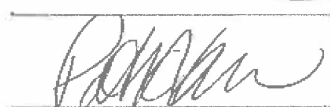
Xx xxx needs to be added to the following LOU's:

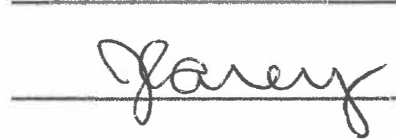
- Paid Holidays
- Paramedical
- Uniform
- Continuing education

DATED this 13th day of May 2026.

ON BEHALF OF THE
ONTARIO NURSES' ASSOCIATION:

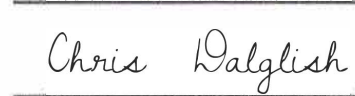






ON BEHALF OF THE
PARTICIPATING NURSING HOMES:





**Ontario Nurses' Association and Participating Nursing Homes
Items in Agreement
May 13, 2026**

AgeCare Homes

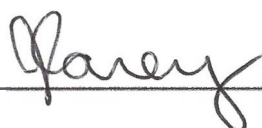
Current Name	Update Collective Agreement Employer names and recognition clauses where indicated.
AgeCare Ballycliffe	Ballycliffe Long Term Care Residence
AgeCare Brant	AgeCare Brant
AgeCare Gibson	Gibson Long Term Care Residence
AgeCare Queen's Gardens	Queen's Garden Long Term Care Residence
AgeCare Regina Gardens	Regina Gardens Long Term Care Residence
Age Care Villa Forum	Villa Forum Long Term Care Residence
AgeCare Waterford Glen Oaks Long Term Care Residence	AgeCare Glen Oaks
AgeCare Wenleigh	AgeCare Wenleigh
AgeCare Westmount West Williams Long Term Care Residence	AgeCare West Williams
AgeCare Wynfield-Samac Long Term Care Residence	AgeCare Samac
AgeCare Parkhill Long Term Care Residence	AgeCare Parkhill
AgeCare Royal Oak Long Term Care Residence	AgeCare Royal Oak
AgeCare Woodhaven Long Term Care Residence	AgeCare Woodhaven

DATED this 13th day of May 2026.

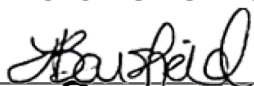
ON BEHALF OF THE ONTARIO
NURSES' ASSOCIATION:







ON BEHALF OF THE
PARTICIPATING NURSING HOMES:







**Ontario Nurses' Association and Participating Nursing Homes
Items in Agreement
May 13, 2026**

APANS Homes

Current Name	Update Collective Agreement Employer names and recognition clauses where indicated.
APANS Grace Villa (Managed by OMNI)	Omni Quality Living Grace Villa
APANS Middlesex Terrace (Managed by OMNI)	Omni Quality Living Middlesex Terrace
APANS Parklane (Managed by OMNI)	Omni Quality Living Park Lane Terrace

DATED this 13th day of May 2026.

ON BEHALF OF THE
ONTARIO NURSES' ASSOCIATION:







ON BEHALF OF THE
PARTICIPATING NURSING HOMES:



**Ontario Nurses' Association and Participating Nursing Homes
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Extendicare Homes

Current Name	Update Collective Agreement Employer names and recognition clauses where indicated.
Axium Extendicare LTC II LP operating as Elginwood	Axium Extendicare LTC LP operating as Elginwood
Axium Extendicare LTC II LP operating as Elmwood	Axium Extendicare LTC LP operating as Elmwood Place
Axium Extendicare LTC II LP operating as Iler Lodge	Axium Extendicare LTC LP operating as Iler Lodge
Carlingview Manor Operating Inc. operating as Carlingview Manor	Extendicare operating as Carlingview Manor
Extendicare Falconbridge (Falconbridge)	Axium Extendicare LTC LP operating as Countryside
Extendicare Haileybury/Tritown	Extendicare Tri-town
(Extendicare) Harold and Grace Baker Centre (Long Term Care)	Harold and Grace Baker Centre (Long Term Care)
(Extendicare) Harold and Grace Baker Centre (Retirement Home)	Harold and Grace Baker Centre (Retirement Home)
Extendicare Ottawa	Extendicare Starwood
Extendicare (Revera) operating as Riverbend Place	Extendicare Riverbend Place
Extendicare West Park (Toronto)	Extendicare (Canada) Inc. o/a West Park
Revera Long Term Care Inc. Operating as Eagle Terrace	Revera Long Term Care Inc. o/a as Eagle Terrace
Revera Long Term Care Inc. operating as Fosterbrooke	Revera Long Term Care Inc. o/a Fosterbrooke
Revera Long Term Care Inc. operating as Summit Place	Extendicare operating as Summit Place
Revera Long Term Care Inc. operating as Trillium Court	Extendicare operating as Trillium Court
Revera Long Term Care Inc. operating as Village on the Ridge	Extendicare operating as Village on the Ridge
Southlake (Extendicare managed)	Southlake Residential Care Village

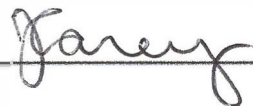
Current Name	Update Collective Agreement Employer names and recognition clauses where indicated.
University Health Network operating as Lakeside (Extendicare Managed) operating as Lakeside Long Term Care	Extendicare (Canada) Inc. Operating o/a Lakeside Long Term Care
Wyndham Manor	Extendicare (Canada) Inc. o/a Wyndham Manor

DATED this 13th day of May 2026.

ON BEHALF OF THE ONTARIO
NURSES' ASSOCIATION:







ON BEHALF OF THE
PARTICIPATING NURSING
HOMES:



**Ontario Nurses' Association and Participating Nursing Homes
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May 13, 2026**

Southbridge Homes

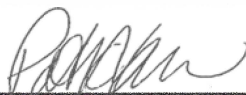
Current Name	Update Collective Agreement Employer names and recognition clauses where indicated.
Baywoods Place Operating Inc. operating as Baywoods Place	BayWoods Place
Dover Cliffs Inc. operating a Dover Cliffs	Dover Cliffs
Hanover Operating Inc. operating as The Village Seniors Community	The Village Seniors Community
Heartwood Operating Inc. Operating as Heartwood	Heartwood
Hope Street Terrace	Hope Street Terrace
Revera Long Term Care Inc. operating as MacKenzie Place	MacKenzie Place
Forest Heights Long Term Care Facility	Forest Heights
Revera Long Term Care Inc. operating as Garden City Manor (Formerly Versa-Care Limited at Bestview Health Care Centre)	Garden City Manor
Revera Long Term Care Inc. operating as Hallowell House	Hallowell House
Kennedy Lodge	Kennedy Lodge
Main Street Terrace	Main Street Terrace
Revera Long Term Care Inc. operating as Sumac Lodge	Sumac Lodge
Revera Long Term Care Inc. operating as Westside	Westside
Maitland Manor Southbridge Goderich	Southbridge Goderich
(Southbridge) Hillside Manor Long Term Care Home	Hillside Manor
Southbridge Lakehead	Southbridge Lakehead
Southbridge London	Southbridge London

Current Name	Update Collective Agreement Employer names and recognition clauses where indicated.
Community Nursing Homes/Village of Retirement Centre in the Town of Pickering (Southbridge Care Orchard Villa LTD)	Orchard Villa
Pinecrest Nursing Home	Pinecrest
Parisien Manor Southbridge Cornwall	Southbridge Cornwall
Community Nursing Home, Port Perry Limited (RN only)	Port Perry Place (RN only)
Southbridge Roseview	Southbridge Roseview
Southbridge West Park	West Park Health Center
The Palace	The Palace
Revera Long Term Care Inc. Operating as Eagle Terrace	Eagle Terrace
Revera Long Term Care Inc. operating as Fosterbrooke	Fosterbrooke
Revera Long Term Care Inc. operating as Oak Terrace	Oak Terrace
Revera Long Term Care Inc. operating as Humber Valley Terrace	Humber Valley Terrace
Chelsey Park Retirement Community (Nursing Home)	Southbridge London East

DATED this 13th day of May 2026.

ON BEHALF OF THE
ONTARIO NURSES' ASSOCIATION:







ON BEHALF OF THE
PARTICIPATING NURSING HOMES:



**Ontario Nurses' Association and Participating Nursing Homes
Items in Agreement
June 8, 2026**

- 8.09 (c) The Union Representatives undertake to be reasonably available in person, **via technology** or by telephone for such meeting. In extraordinary circumstances when a Union Representative is unavailable, the Union Representative shall provide an alternate representative.

DATED this 8th day of June 2026.

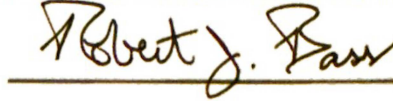
ON BEHALF OF THE
ONTARIO NURSES' ASSOCIATION:

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ON BEHALF OF THE
PARTICIPATING NURSING HOMES:

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