

To: Participating Hospital Sector Members

From: Jason Dupras, RN, Chair, Hospital Provincial Negotiating Team

Date: September 17, 2026

Re: **Hospital Provincial Negotiating Team (HPNT) Update**

C: Board of Directors, Local Coordinators, Hospital Bargaining Unit
Presidents, HPNT, Staff

I am writing to you as the newly elected chair of the 2027 Hospital Provincial Negotiating Team (HPNT). I want to begin by introducing the members of the team, who are privileged to represent you:

Region 1

Jason Dupras (full-time), North Bay Regional Health Centre, ONA20
Tracey DeVuono (part-time), Sault Area Hospitals, ONA46

Region 2

Kat Anastasiou (full-time), Quinte Health, ONA31
Kelly Gagnon (part-time), Queensway Carleton Hospital, ONA84

Region 3

Devin Stephanian (full-time), Unity Health Toronto, ONA95
Rhonda Pearson (part-time), Unity Health Toronto, ONA95

Region 4

Cheryl De Lugt (full-time), Trillium Health Partners, ONA34
Marianne Fletcher (part-time), Joseph Brant Hospital, ONA71

Region 5

Jasen Richards (full-time), London Health Sciences Centre, ONA100
Jo-Dee Brown (part-time), Hotel-Dieu Grace Healthcare, ONA8

Ex-officio

Erin Ariss, Provincial President
Grace Pierias, Vice-President, Region 4
Andrea Kay, Chief Executive Officer

Your team is already preparing for bargaining in 2027! The HPNT began its orientation on September 9-10, 2026. Further orientation will occur on November 9-13, 2026.

Thank you for completing the online Have Your Say bargaining survey, which we have reviewed, including your hospital-sector bargaining priorities. There are more than 1,450 pages of comments in this survey, and we have read each one. The comments share many similar, consistent themes, which we will address in bargaining.

Your team, supported by the negotiation staff, identified member priorities from the Have Your Say bargaining survey and reviewed the current realities in the hospital sector, the current state of health care, the threat to your public health-care system, and the conditions in which we find ourselves practicing. The team also engaged in planning and mobilizing activities for all to get involved in.

You will have the opportunity to advise the team of your demands for this upcoming round of bargaining. This will happen through several demand-setting meetings. Please note the following virtual demand setting meeting dates:

- Region 1 – November 3, 2026 (9:00-11:00 ET)
Registration Link:
https://ona.zoom.us/meeting/register/o3tbN_xGTqm-meZzgvWI0Q
- Region 2 – November 3, 2026 (1:00-3:00 ET)
Registration Link:
<https://ona.zoom.us/meeting/register/LMpaYme7T1moF5TyLY6kmg>
- Region 3 – November 4, 2026 (9:00-11:00 ET)
Registration Link:
https://ona.zoom.us/meeting/register/VqT85R-IR_qACIsAdZwvHQ
- Region 4 – November 4, 2026 (1:00-3:00 ET)
Registration Link:
<https://ona.zoom.us/meeting/register/tLkogZsuRHq5K1nIcHrmVw>
- Region 5 – November 5, 2026 (9:00-11:00 ET)
Registration Link:
https://ona.zoom.us/meeting/register/cYxaJDDaTLewYT_eC6YRpg
- All Regions – November 5, 2026 (7:00-9:00 ET)
Registration Link:
https://ona.zoom.us/meeting/register/leNhawegQ_GjU_RRG_BTtQ

The team will convene again in November to begin developing proposals based on your feedback from these demand-setting meetings. Once this work is complete, the team will meet to share the initial proposal package with you for ratification.

Your first Hospital Bargaining Action Team (HBAT) meeting is scheduled for October 6, 2026. Register [here](#) now!

We have set the following dates for negotiations with the Participating Hospitals: March 1-5, 2027.

If you have any questions for the HPNT, don't hesitate to contact ONA Provincial President Erin Ariss at president@ona.org. Erin will ensure that any questions are brought to my attention.