The Ontario Nurses’ Association holds significant importance for nurses as the organization advocates and improves working conditions, rights, improved benefits, wages, and safety.

The organization displays its commitment to advocate the rights of nurses across Ontario through its campaigns. It disagrees with anti-Black racism, discrimination and hate in health care. It believes it is the right of all members to work in an environment that promotes dignity and respect for everyone. It also supports the right of its members to reject work assignments for legitimate religious or conscientious reasons and be accommodated in the workplace. Also, the human rights and equity team recognizes and supports members who may experience discrimination and marginalization in their workplace. They develop resources such as FAQs and bulletins, providing workshops on bullying, workplace violence and prevention. Then by promoting events that underscore and promote equity issues.

To improve working conditions the organization has many activities in places such as surveys for an understanding of working conditions and grants available for nurses. Also, reports and meetings which have helped nurses to have better conditions such as when ONA put out the Have-a-Say bargaining survey and met with Justice Eileen Gillese, commissioner of the long-term care (LTC) inquiry into the policies, procedures and oversight of LTC homes. ONA has also been improving wages for nurses and fighting for events as bill 124 which suppresses wages of hospital RNs and healthcare workers limited to a one-per-cent increase.

The organization states the safety of its members is of large importance. Over time it has kept this possible through raising health and safety awareness and holding employers accountable for workplace illness and injury prevention and ONA rallies the WSIB and employers to help improve their health and safety practices. The organization makes sure to provide compensation to workers injured or made ill on the job.

References


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