

Ontario Nurses Association - Essay

Emma Macdonald - 27/06/2022

The Ontario Nurses' Association (ONA) was founded in 1973 in Toronto, Canada. ONA is a union which protects and advocates for nurses across Ontario. ONA is a community which is extremely valuable to nurses, students as well as allied health workers in Ontario. Being a part of a union provides various benefits to nurses such as job security, fair wages and dependable hours. Being a part of a union creates a fair and equal environment in the workplace and creates fair relationships between co-workers. ONA not only advocates for their own employees but also stands with future nurses in Ontario who are still receiving their education. The Ontario Nurses Association works towards creating a mutually beneficial relationship among nurses across Ontario.

Being a part of a union has various benefits for its members. Unions provide job security as well as other benefits. Job security is crucial to workers, The Ontario Nurses Association provides a stable and secure position for nurses in Ontario where their voices are heard and valued, and the union provides a safe environment where employees can speak freely without the fear of losing their position. Being part of a union not only provides security in your position but also in your hours and schedule. The union offers fair wages, room for advancements as well as decent raises throughout your career. Being part of a union means having guaranteed vacation every year and increasing vacation entitlement as you advance in your position and collect seniority. Unions provide the option for paid sick time and emergency leave in some positions meaning that employees feel comfortable calling into work if they need to without fear of losing their job or missing out on wages. The Union has processes in place to ensure things are done fairly and efficiently in situations like job competition or time off, many aspects of a person are taken into accounts such as seniority and experience levels in order to ensure the job goes to the most deserving person. The union is there to provide the most comfortable and equal environment for all employees and to advocate for their rights.

The Ontario Nurses Association not only advocates for their current employees but also for future employees and allied health workers. ONA takes pride in advocating for and defending nursing students across the province and holding the provincial and federal governments accountable for our education. According to ONA's website "ONA calls on the provincial government to fix nursing students' clinical placements which have been cancelled due to the pandemic". The Ontario Nurses Association understands many students' frustrations when it comes to clinical placements and hands-on training. During the pandemic, many students did not have the proper in person and hands on learning that they should and feel as if their education has been compromised. It is no secret that virtual and online simulations are no match for the real clinical practice. The ONA community understand and sympathise that the virtual and online labs and clinicals do not provide students with the same benefits as in-person does and because of this inconvenience, ONA has encouraged many hospitals and clinics across Ontario to open their doors to new students in order for them to receive the hands on experience they need.

In conclusion, being part of a union provides many benefits to staff including job security, fair wages, paid sick leave, guaranteed vacation along with other things. The union creates a safe and open environment where employees can express themselves freely without fear of losing their position. The union has policies and procedures in place to ensure fairness and

equality between co workers. In addition to benefiting current members; The Ontario Nurses Association also advocates and defends nursing students in Ontario by encouraging hospitals to help in their training and encouraging the government to push for more in-person training. ONA creates a mutually beneficial relationship for all nurses in Ontario along with other healthcare professionals. I look forward to becoming part of such a close-knit community over the next four years.