



Dear Nurse Practitioners,

Thank you for the critical work you do every day. We understand the issues facing nurse practitioners (NPs) in Ontario because we experience them first-hand.

You are the reason the Ontario Nurses' Association (ONA) exists. ONA was founded five decades ago to provide representation and services **for nurses, by nurses**. We are a professional union 68,000 members strong and we are part of the Canadian Federation of Nurses Unions (CFNU) and the Canadian Labour Congress. Bargaining Unit Presidents are elected by Local members and, along with the elected Local leadership team, fight to improve your working conditions and maintain your rights under our collective agreements.

We are a nurses' union. That means all of our resources are devoted to advancing your interests. We're particularly proud to have helped lead the CFNU Pan-Canadian NP Retention and Recruitment Project to improve working conditions and expand NP positions throughout the health-care system.

Our services and membership benefits reflect the unique needs of NPs. We have a legal team that represents members facing employment-related legal issues; Professional Practice Specialists who advise members on nursing practice concerns; the Legal Expense Assistance Plan to represent members in investigations arising from a complaint or report to the College of Nurses of Ontario; and ONA liability insurance for excess malpractice claims.

Specializing in the representation of RNs and NPs gives ONA an edge in collective bargaining. We lead other unions, creating the standard for wages and working conditions in the health-care sector. ONA also has a record of great success in bargaining first collective agreements, including negotiating membership in the Healthcare of Ontario Pension Plan for primary care NPs.

Our advocacy has won important victories for our members and for everyone working in health care. These include changes to legislation mandating employers have measures to prevent workplace violence and harassment, the creation of a government working group to address violence against nurses, and the recognition in law that nurses who suffer PTSD are presumed to have a work-related illness and will automatically be eligible for compensation.

In everything we do, we are committed to improving the economic welfare and quality of work-life for our members, enabling them to provide high-quality health care.



Sincerely,
Erin Ariss, RN
President
Ontario Nurses' Association

A full-page photograph of a nurse practitioner standing with arms crossed. She is wearing a yellow protective gown, blue gloves, a white surgical mask, and clear safety goggles. A stethoscope is visible around her neck. The background is a plain, light color.

We are Ontario's nurses.

Why ONA?

We are Ontario's nurses.

ONA was founded five decades ago by 85 independent nurses' associations from across Ontario to provide representation and services for nurses, by nurses.

Today, ONA is Canada's largest provincial nurses' union. Quite simply, there is no one who can better represent nurse practitioners.

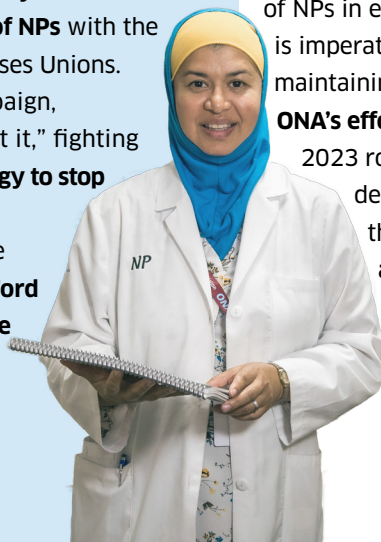
Services

ONA brings expertise in representing NPs and assisting members:

- At the bargaining table, **negotiating collective agreements**, which lead the health-care sector for wages and working conditions.
- Handling **grievances and arbitration**.
- At **Workplace Safety and Insurance Board** hearings.
- At **College of Nurses of Ontario** hearings.
- In **courts of law** and at inquests.
- With trustees on the **boards of directors of pension plans**, including the Healthcare of Ontario Pension Plan.
- Before government **committees**.

ONA has proven to be effective in our work advancing the interests of NPs to government:

- Lobbying government directly, including **for enhanced wages for primary care NPs**.
- **Meeting with ministers, the premier of Ontario**, and their staff.
- **Working in collaboration with other organizations**, including the Nurse Practitioners' Association of Ontario, to address issues facing the work of NPs.
- As a member of the **Joint Provincial Nursing Committee** of Ontario, along with the Ministry of Health, College of Nurses of Ontario, employer groups, and nursing associations.
- Through a pan-Canadian **study on the retention and recruitment of NPs** with the Canadian Federation of Nurses Unions.
- With a province-wide campaign, "Recognize Violence. Report it," fighting for a **comprehensive strategy to stop violence at work**.
- With several province-wide campaigns **calling out the Ford government's non-response to the nursing shortage**.



Benefits of ONA Membership

ONA members enjoy many services and benefits tailored to the needs of nurse practitioners, including:

- **Professional Practice Specialists** who advise members on professional responsibility and workload issues and the Professional Responsibility Clause in the Collective Agreement.
- A **Human Rights and Equity Team** that promotes equality and works for fair, impartial and progressive consideration of issues, along with a strong *Anti-Racism and Anti-Oppression Action Plan*.
- Access to our top-notch **education programs**, with workshops conducted across the province, and virtually.
- **Occupational Health and Safety Specialists** who advise members.
- **Workplace Safety and Insurance Board Specialists** to assist with claims.
- An **NP Focus Group**, comprised of an NP from each ONA region chosen by Expression of Interest (ona.org/eoi), to discuss your issues, ways to improve NP visibility and expansion of scope of practice, and set plans of action.
- **ONA Benefit Program**, which provides base Long-Term Disability (LTD) for members not covered through their employer/collective agreement. All members have Critical Illness coverage in the event of a life threatening illness. We also offer additional discounted insurance for life, personal accident, extended health, hospital, travel and dental coverage.
- Membership in the **Canadian Federation of Nurses Unions**, the national voice of Canada's nurses to the federal government.

ONA Leads the Way

ONA has been the leading voice in efforts to ensure hospitals and the provincial government recognize the wealth of expertise and experience NPs bring to health care in Ontario and ensure commensurate remuneration of NPs in every health-care sector across the province. This recognition is imperative to the appropriate recruitment and retention of NPs and maintaining the quality of health care.

ONA's efforts are paying off. There was a significant breakthrough in the 2023 round of hospital central bargaining, resulting in an arbitration decision that provided **an average 4.75 per cent wage adjustment** to the salary grid and **a 3.5 per cent wage increase** in year one, with **a further 3 per cent wage increase** in 2024. We continue to make it clear that NPs' wages and work must be further addressed and enhanced, including the implementation of a central NP wage grid, as part of an overall provincial nurse retention and recruitment strategy. **ONA will continue to push hard for action.**

For Nurses, By Nurses

ONA is the only organization that provides services and representation that meet the unique needs of NPs, RNs and health-care professionals.

Legal Expense Assistance Plan (LEAP)

LEAP has been available since 1980 to assist ONA members faced with legal problems arising from their employment. LEAP may provide help to members faced with legal issues stemming from:

- An issue before the College of Nurses of Ontario.
- A complaint to the Information and Privacy Commissioner.
- A coroner's inquest or investigation.

Malpractice Insurance

ONA members have professional excess liability insurance. Malpractice insurance protects members who, as a result of practising their profession, are found to have been negligent and have to pay damages. The insurance provides up to \$1.5 million in coverage per incident, up to a maximum of \$6 million per member.



Professional Responsibility Clause

Reporting unsafe patient care or practice to our employers is our professional responsibility. ONA's collective agreements contain a process that enables you to address issues about your ability to practice safely and have a manageable workload. The Professional Responsibility and Workload process can result in increased staffing, safer workplaces and improved quality of care.

We Are Stronger Together

Collective Bargaining

Union membership in ONA is the formal expression of professionals agreeing to speak to their employer with one strong, collective voice. As a member of ONA, you're part of a professional team your employer can't ignore. Your practice conditions can no longer be determined arbitrarily – you have a real say.

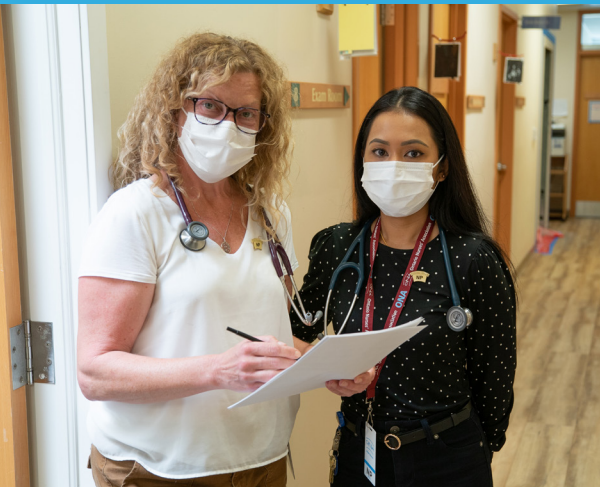
ONA Membership Gets Results

At LAMP Community Health Centre, NPs joining ONA led to negotiations that brought these primary care providers into the Healthcare of Ontario Pension Plan.

At Grand River Community Health Centre, ONA-member NPs achieved a binding settlement securing fair and equitable distribution of administration and consultation time, including follow-up time with patients.

Examples of NP Wages in ONA Collective Agreements

| 2022 NP Wages | Min. | Max. |
|--|---------|---------|
| Lakeridge Health (Acute Care NP) | \$66.88 | \$70.23 |
| Peterborough Regional Health Centre | \$66.86 | \$70.19 |
| Belvedere Heights | \$52.69 | \$61.38 |
| Rideaucrest Home for the Aged | \$56.52 | \$67.29 |
| VON – Brant Haldimand Norfolk site | \$53.98 | \$53.98 |
| Wellington-Dufferin-Guelph Health Unit | \$66.21 | \$66.21 |
| Guelph Community Health Centre | \$60.41 | \$69.04 |



We are Ontario's nurses.

ONA is the union representing 68,000 members—including nurse practitioners, registered nurses, and health-care professionals—plus more than 18,000 nursing students providing care in hospitals, long-term care, public health, the community, clinics and industry.

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