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## Why is ONA Important to Healthcare Professionals and Nurses?

People all around the world depend on good quality health care, no matter how small, or large the illness. Health care workers provide help for the community, along with improving the quality of life of those who are in need. This being said, healthcare professionals and nurses rely on the Ontario Nurses Association to provide this type of care. It becomes evident that ONA is extremely important to nurses and healthcare professionals as it improves their quality of work-life, provides a contract regarding their workplace rights, and lastly provides protection to its members.

To begin, it is crucial to understand that the Ontario Nurses Association is a proactive union that strives to improve the quality of worklife for all health care professionals and nurses. This well respected association not only ensures a superior worklife to a mentally and physically demanding trade, but it ultimately enables healthcare professionals to improve the life of many others throughout the community. ONA is a large organization, who shares common goals with healthcare professionals in assisting those in need, while fighting for the rights of nurses in Ontario, and providing a solid form of protection. Therefore, the Ontario Nurses Association is important to healthcare professionals because it shows immense support, while providing them with an incredible work life.

In addition, the Ontario Nurses Association provides all healthcare professionals with a reliable contract. This contract is set in place to highlight the rights and responsibilities of employees along with the employer. As many know, having a reliable contract is important in many professions, however, it is essential as a healthcare worker

as contracts outline workload, wage increase, and things such as benefits. Contracts not only provide protection for violation of rights, but also any safety or health risks. This becomes reassuring, as it is evident that ONA truly fights for safe work for healthcare professionals and nurses. As well, as a result of the collective agreements that ONA provides between employees and employers, employees can recognize, and file for a grievance if they feel as though the agreement is being violated in any way. In 2015 alone, ONA recorded approximately six thousand grievances on behalf of their members for reasons varying from discipline to smaller issues such as scheduling. Therefore, the Ontario nurses association is important to nurses and healthcare professionals, because it provides a reliable contract to outline workplace rights regarding employees, and employers.

Lastly, but arguably the most important, the Ontario Nurses Association provides a shield of protection to its members. The association prioritizes protection from things such as discrimination and harassment, as well as various types of health and safety hazards in the workplace. ONA has fought for many of its members, however the most memorable by far is those regarding Bill 124. For those who may be unfamiliar with Bill 124, it is a wage-suppression legislation that is negatively impacting all nurses, and healthcare workers that was introduced by the Ford government. This legislation essentially limits wage increases to a maximum of one percent total compensation for each of three years. ONA recognized how unfair this was to nurses and healthcare workers across Ontario, especially due to the pandemic causing even more distress in healthcare settings. The pandemic pushed many nurses and healthcare professionals to breaking point, and having Bill 124 in place was extremely unfair. The Ontario Nurses Association took initiative to fight for the rights of these well deserving healthcare

professionals and took the Ford Government to court. The court found that Bill 124 was unconstitutional and a violation to the Canadian Charter of Rights and Freedoms. ONA mentions that the two main arguments they provided included how Bill 124 interfered with the association's right to freely collectively bargain, as well as the discrimination to a profoundly female dominant trade. Therefore, the Ontario Nurses Association is incredibly important as it has proven to fight for the rights and protections of nurses and healthcare workers throughout Ontario regardless of how large the issue like those of Bill 124.

In conclusion, the Ontario Nurses Association is important to nurses, and healthcare professionals because it improves their quality of work-life, provides a contract regarding their workplace rights, and lastly provides protection to its members. The Ontario Nurses Association improves the quality of worklife for its members by sharing common goals, and ultimately fighting for what healthcare professionals need to provide good quality care to the public. As well, the Ontario Nurses Association provides a contract by outlining workplace rights, and preventing any violations of the collective agreement. Lastly, the Ontario Nurses Association provides protection by always fighting for the rights of its members. Although healthcare professionals may be the first responders to the public, they are founded by a great association that allows them to provide such amazing care.

## Work Cited

<https://www.ona.org>