



NOTICE

To: Bargaining Unit Presidents, Hospital Sector
From: Cathryn Hoy, RN, Chair, Hospital Central Negotiating Team
Date: February 3, 2018
Re: **Hospital Central Negotiating Team (HCNT) Update**
C: Board of Directors, Local Coordinators, HCNT, Staff

After 10 days at the bargaining table with the Ontario Hospital Association (OHA) and three days of mediation with the assistance of William Kaplan, talks broke down this morning. ONA is now headed to arbitration on February 26 and 27, 2018.

Unfortunately, following 13 frustrating days at the table, there has been little meaningful progress. The OHA employer team rejected the very issues that you have identified as priorities – job security, workload, professional issues, wages and benefits, and quality of work life issues. Instead the OHA has refused to back away from regressive and disrespectful proposals that are aimed squarely at your job security: layoff, reassignment, sick leave, and benefits. Your elected team found this completely unacceptable, disrespectful, and disheartening. I can assure you that your ONA team did not back down, nor were we willing to accept any concessions.

ONA has made it very clear to your employers that the erosion of Registered Nurse (RN) positions and the stress and strain it causes at our hospitals, must come to an end! Our members are entitled to safe and healthy workplaces, work-life balance and compensation that reflects our professional contribution to health care in Ontario. As your President, Vicki McKenna, has vowed: "We will **not** have hospitals balance their budgets on the backs of our RNs and health-care professionals, nor at the expense of quality patient care."

Despite the loss of positions, increasing overtime, agency use and unfilled vacancies in your workplaces, which result in our members working short-staffed, the hospitals are saying there are more than enough nurses in Ontario. They are also saying that there is no need to improve wages and working conditions in our workplaces to attract more nurses. Frankly, they are denying there is a nursing shortage or that your workload is placing patients at risk.

We are strong and united in achieving a collective agreement that demonstrates respect for RNs and health-care professionals in the hospital sector.

Updates will also be available on ONA's website at www.ona.org under Bargaining News and on our ONA app. Members of the team will, from time to time, contact Bargaining Unit Presidents in their regions for any feedback the team may need.

If you have any questions for the HCNT, please send them to ONA President Vicki McKenna at vickim@ona.org. Vicki will see that they are brought to my attention.