



To: Bargaining Unit Presidents, Hospital Sector

From: Jason Dupras, RN, Chair, Hospital Provincial Negotiating Team

Date: April 17, 2024

Re: **Hospital Provincial Negotiating Team (HPNT) Update**

C: Board of Directors, Local Coordinators, HPNT, Staff

I am writing to you as the newly elected chair of the 2025 Hospital Provincial Negotiating Team (HPNT). I would like to begin by introducing the members of the team, who are privileged to represent you:

Region 1

Jason Dupras (full-time), North Bay Regional Health Centre, ONA20
TBA (part-time) – To be elected at the May Area Coordinators Conference (ACC)

Region 2

Rachel Muir (full-time), The Ottawa Hospital, ONA83
Kelly Gagnon (part-time), Queensway Carleton Hospital, ONA84

Region 3

Devin Stephanian (full-time), Unity Health Toronto, ONA95
Jane Penciner (part-time), North York General Hospital, ONA6

Region 4

Heather Bache (full-time), Hamilton Health Sciences, ONA70
Marianne Fletcher (part-time), Joseph Brant Hospital, ONA71

Region 5

Jasen Richards (full-time), London Health Sciences Centre, ONA100
Jo-Dee Brown (part-time), Hotel-Dieu Grace Healthcare, ONA8

Ex-officio

Erin Ariss, President
Angela Preocanin, First Vice-President
Andrea Kay, Chief Executive Officer

Your team is already preparing for bargaining in 2025! The HPNT began its orientation on April 3-4, 2024. Further orientation will occur on September 9-13, 2024.

Thank you for completing the online Have Your Say bargaining survey, which we have reviewed, including your hospital-sector bargaining priorities. There are more than 1,100 pages of comments in this survey, and we have read each one. The comments have many similar and consistent themes, which we will address in bargaining.

The team, supported by negotiations staff, identified member priorities from the Have Your Say bargaining survey, reviewed the current realities in the hospital sector, the current state of health care, the threat to our public health-care system, and the realities we find ourselves practicing in. The team also engaged in planning mobilizing activities for all to get involved in.

For the first time in our provincial hospitals bargaining history, ONA members will have the opportunity to advise the team of their demands for this upcoming round of bargaining. This will happen through several demand-setting meetings. This process is a major shift for us, and we are excited to move full steam ahead with this initiative. Please note the following virtual demand setting meeting dates:

- Region 1 – June 4, 2024 (1:00-4:00 ET)
- Region 2 – June 4, 2024 (9:00-12:00 ET)
- Region 3 – June 3, 2024 (1:00-4:00 ET)
- Region 4 – June 3, 2024 (9:00-12:00 ET)
- Region 5 – June 6, 2024 (1:00-4:00 ET)

If you did not receive a registration email, please register at [Hospital members – Help us set demands for bargaining! – Ontario Nurses' Association \(ona.org\)](#).

The team will convene again in September to begin the process of developing proposals based on members' feedback from these demand-setting meetings and the Have Your Say bargaining survey. Once this work is completed, there will be a meeting where the team will share the demands with membership and ask you to vote on the initial package.

We will be communicating on our progress and upcoming Hospital Contract Action Team (HCAT) mobilizing meetings for members related to bargaining through email, social media and on ONA's website at <https://www.ona.org/hpnt>.

We have set the following dates for negotiations with the Participating Hospitals: January 13-17, 2025 and January 27-28, 2025. The Memorandum of Conditions for Joint Bargaining will be sent to you when it is signed.

If we are unable to resolve the issues at bargaining, the Participating Hospitals and ONA have agreed to mediate any outstanding issues. Mediation will take place from January 29-30, 2025. If a settlement is not achieved during bargaining or mediation, two dates in April 2025 will be confirmed for arbitration.

To assist the HPNT in communicating to ONA members on our progress, we ask Bargaining Unit Presidents to add HPNT updates to your meeting agendas, post them

on your worksite bulletin boards, Local website and/or social media, and provide hard copies where members do not have access to ONA's website.

If you have any questions for the HPNT, please contact ONA Provincial President Erin Ariss at president@ona.org. Erin will ensure that any questions are brought to my attention.