



To: Bargaining Unit Presidents, Nursing Homes Sector
From: Maureen Withers, RN, Chair, Nursing Homes Central Negotiating Team
Date: February 25, 2021
Re: **Nursing Homes Central Negotiating Team (NHCNT) Update**
C: Board of Directors, Local Coordinators, NHCNT, Staff

I am writing to you as the newly elected Chair of the 2021 Nursing Homes Central Negotiating Team (NHCNT). We would like to begin by introducing the members of the team who are privileged to represent you:

Region 1 – Judith Wright, Southbridge Lakehead, Local 14

Region 2 – Maureen Withers, Riverview Manor Nursing Home, Local 105 (Chair)

Region 3 – Miranda Liu, Extencicare Rouge Valley, Local 111

Region 4 – JoAnn Carey, Valley Park Lodge, Local 9

Region 5 – Sandra Kravets, Brouillette Manor Ltd., Local 8

Ex-officio – Vicki McKenna, Provincial President
Cathryn Hoy, First Vice-President
Beverly Mathers, Chief Executive Officer

Your team is ready to go! The NHCNT completed its formal orientation February 22-25, 2021.

Thank you for completing the online Have-Your-Say questionnaire, which we have reviewed, including the nursing homes sector bargaining priorities. There are 128 pages of comments in this survey and we have read each and every one. The comments have many similar and consistent themes, which we will address in bargaining.

The team has reviewed the current contract and reviewed the research and feedback from members and staff on identified issues. We also began the process of developing our formal bargaining proposals, which will be tabled with the Participating Nursing Homes bargaining team in April.

We are ready to proceed with bargaining via Zoom and have set April 26-30, 2021 for negotiations with the Participating Nursing Homes. We are still working out the final details of the Memorandum of Conditions for Joint Bargaining. We expect this to be finalized prior to our first week of bargaining. Once signed, it will be sent to you.

If we are unable to resolve the issues at bargaining, the Participating Nursing Homes and ONA have agreed to mediate any outstanding issues. We have agreed to Matthew Wilson as the Mediator and mediation will take place via Zoom May 17-19, 2021. Should we not settle at mediation, we have agreed

to proceed to arbitration before Arbitrator John Stout on June 1-2, 2021. Our goal is to have a collective agreement prior to the expiry of the existing collective agreement (June 30, 2021).

We will be communicating to ONA leadership on our progress through email with the nursing homes Bargaining Unit Presidents, at Area Coordinators Conferences (ACCs), the Provincial Leadership Meeting (PLM) and Provincial Coordinators Meetings (PCMs). Our updates will also be available directly at www.ona.org/bargaining. Members of the team will, from time to time, contact Bargaining Unit Presidents in their regions for any feedback the team may need.

To assist the NHCNT in communicating to ONA members on our progress, we ask Bargaining Unit Presidents to add NHCNT updates to their meeting agendas, to post them on their worksite bulletin boards, Local website and/or social media, and to provide hard copies where members do not have access to ONA's website.

If you have any questions for the NHCNT, please contact ONA Provincial President Vicki McKenna at vickim@ona.org. Vicki will see that any questions are brought to our attention.