



Ontario Nurses' Association

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To: Nursing Homes Bargaining Unit Presidents
From: Maureen Withers, RN, Chair, Nursing Homes Central Negotiating Team
Date: April 29, 2021
Re: Nursing Homes Central Negotiating Team (NHCNT) Update
C: Board of Directors, Local Coordinators, Staff

I 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)
Alicia Brethour, Valley Manor Inc., Local 49

Region 3: Miranda Liu, Extendicare Rouge Valley, Local 111
Aggette James, Extendicare, West Park, Local 82

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

The NHCNT completed its first week of bargaining with the Participating Nursing Homes via Zoom video conferencing from April 26 to April 29, 2021. We have signed Memoranda of Conditions for Joint Bargaining with the Participating Nursing Homes and the Participating Not-for-Profit Nursing Homes. They are attached for your review.

The team has put forward proposals that address your priorities, as identified in ONA's Have-Your-Say bargaining survey. Your team made it very clear in its opening statement that ONA members expect to have their working conditions improved and the pay gap eliminated in the aftermath of the COVID-19 devastation of our homes and residents. Our agenda does not include "concessions."

Safety, wages, benefits, workload, and staffing are among our priority proposals, and we emphasized that they all had to be addressed in a meaningful way. We have had a challenging week of bargaining and will continue to focus on our members' priorities. We remain hopeful of reaching a negotiated settlement that reflects the needs of our members. Our team remains strong and committed despite the challenges of negotiating in this environment. We are proceeding to conciliation on May 17, 2021.

Mediation will take place with Mediator Matthew Wilson May 18-19, 2021. Should we not settle at mediation, we have agreed to proceed to arbitration with Arbitrator John Stout June 1-2, 2021 for Participating For-Profit Nursing Homes and July 5, 2021 for Participating Not-for-Profit Nursing Homes.

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We will be communicating to ONA leadership on our progress through email with the Nursing Homes Bargaining Unit Presidents, at Area Coordinators Conferences (ACCs) and Provincial Coordinators Meetings (PCMs). Our updates will also be available directly at www.ona.org/bargaining.

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, Local websites 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 NHCNT, please send them to ONA President Vicki McKenna at vickim@ona.org. Vicki will see they are brought to my attention.