



To: Bargaining Unit Presidents, Nursing Homes Sector

From: Jean Kuehl, RN, Co-Chair, Nursing Homes Central Negotiating Team
Shelley Vandenberg, RN, Co-Chair, Nursing Homes Central Negotiating Team

Date: January 31, 2019

Re: **Nursing Homes Central Negotiating Team (NHCNT) Update**

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

We are writing to you as the newly elected co-chairs of the 2019 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 - Shelley Vandenberg, Pleasant Meadow Manor (OMNI), Local 3 (Co-Chair)

Region 3 - Mary Clarke, Sienna Living (Leisureworld), Local 111

Region 4 - Jean Kuehl, Forest Heights LTC (Revera), Local 15 (Co-Chair)

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

Ex-officio - Vicki McKenna, Provincial President

Cathryn Hoy, First Vice-President

Beverly Mathers, Interim Chief Executive Officer/Chief Administrative Officer, Chief Negotiator

Your team is ready to go! The NHCNT completed its formal orientation Jan. 28-31, 2019.

Thank you for completing the online Have-a-Say questionnaire, which we have reviewed, including the nursing homes sector bargaining priorities. There are 78 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. Some of the comments contain requests for proposals, however, the collective agreement already contains language that addresses those issues. We will be highlighting those areas either at the Sector Meeting for the new contract or through upcoming editions of *Front Lines*.

The team has reviewed the current contract and reviewed 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 February.

We are ready to proceed with bargaining and have set February 25-March 1, 2019 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.

Should we not be able 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 March 25-27, 2019. Should we not settle at mediation, we have agreed to proceed to arbitration before Arbitrator John Stout, May 13-14, 2019. Our goal is to have a collective agreement prior to the expiry of the existing collective agreement (June 30, 2019).

We will be communicating to ONA leadership on our progress through email with the nursing homes Bargaining Unit Presidents, at Area Coordinator Conferences (ACCs), the Sector Meeting and Provincial Coordinator Meetings (PCMs). Our updates will also be available on ONA's website at www.ona.org under Bargaining News. 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 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.