



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: March 1, 2019
Re: **Nursing Homes Central Negotiating Team Update**
C: Board of Directors, Local Coordinators, Nursing Homes Central Negotiating Team, staff

Our Nursing Homes Central Negotiating Team (NHCNT) completed its first week of bargaining from February 25-March 1, 2019. The team has worked diligently to ensure the priorities of our members are front and centre with the participating nursing homes. We are keeping our bargaining focused on your issues.

The team has tabled all proposals that address your priorities as identified in our *Have-A-Say* bargaining survey. We rely on our collective agreement to support a working environment that enables us to provide quality care to our residents. This includes but is not limited to: wages and benefits, job security, workload, staffing ratios, and violence prevention and staff safety to address issues that rise from aggressive and responsive behaviours. That is why our collective agreement proposals in negotiations are so important to every one of us.

Our team made it very clear in opening statements that resident acuity is increasing and medical conditions are more complex and unstable. As a result, we need a collective agreement that requires the appropriate staffing skill mix of registered nurses (RNs), nurse practitioners (NPs), registered practical nurses (RPNs), and health-care professionals to ensure our residents receive the quality care they need.

Negotiations this week have been respectful. We made it clear with our stories that our proposals are very personal to us and our members. The impact of the Long-Term Care Inquiry has influenced the tone of bargaining. The negotiations process has been moving forward. We are determined to do everything possible to reach a negotiated settlement on your behalf. Our team is cohesive and our voices are strong as we advocate on your behalf.

We have signed the Memorandum of Conditions for Joint Bargaining with the participating homes. It is attached for your review. Please note that since we signed the Memorandum, the parties have agreed to add the following homes: peopleCare Oakcrossing, Schlegal Village of Glendale Crossing, Steeves & Rozema Westmount Gardens, Chartwell Brant, and Chartwell Willowgrove.

Negotiations resume on March 25, 2019, and mediation will occur on March 26-27, 2019 with the assistance of Matt Wilson. Should we not settle at mediation, we have agreed to proceed to arbitration with John Stout as Chair on May 13-14, 2019.

Your Labour Relations Officer (LRO) will be communicating with you regarding local issues bargaining. Local bargaining can commence after April 15, 2019. Please ensure that you provide any issues for local bargaining to your LRO as soon as possible.

We will be communicating to ONA leadership on our progress at the Joint Sector Meeting on April 16-17, 2019 and the Provincial Coordinators Meeting (PCM) on June 18-20, 2019. Our updates will also be available on ONA's website at www.ona.org/bargaining under "Nursing Homes Bargaining Updates."

Members of the team, from time to time, will contact Bargaining Unit Presidents in their regions for any feedback the team may need. Thank you to our members who have provided information to the team so promptly. The feedback is very helpful when bargaining.

To assist NHCNT in communicating to ONA members on our progress, we ask Bargaining Unit Presidents to post NHCNT updates on their ONA bulletin boards and provide hard copies where members do not have access to ONA's website.

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