



To: Bargaining Unit Presidents, Nursing Homes Sector
From: Melissa Tilley, RN, Chair, Nursing Homes Provincial Negotiating Team
Date: April 18, 2024
Re: **Nursing Homes Provincial Negotiating Team (NHPNT) Update**
C: Board of Directors, Local Coordinators, NHPNT, Staff

The NHPNT completed its first week of bargaining with the Participating Nursing Homes from April 15-18. The signed Memorandum of Conditions for Joint Bargaining is attached.

Our team put forward proposals that address your priorities as identified in the bargaining survey, our demand-setting and vote-on-proposals meetings.

Our proposals reflect that ONA members expect to have their working conditions improved, staffing ratios introduced, and the pay and compensation gap eliminated. Our agenda does not include “concessions.”

We have been crystal clear that all our demands have to be addressed in a meaningful way NOW.

We had a very disappointing week of bargaining. Progress on non-monetary proposals has been agonizingly slow. All discussions stopped once monetary proposals were exchanged. We, as a team, are insulted by the employers’ proposals to gut our rights and protections under our collective agreement. No compensation improvements were tabled by the employers.

We are preparing for mediation and arbitration. Our team remains strong and committed despite the challenges of negotiating in an environment where for-profit employers are refusing to invest any of their profits in making their homes a better place for residents to live. For-profit employers refuse to improve staffing and compensation for our members beyond the funding provided by the government. This is a true shame. Employers would rather line the pockets of their shareholders than provide much-needed additional support for residents and our members.

Conciliation will take place on April 30. Mediation will take place with Mediator Sheri Price on May 1 and 2. Arbitration before Arbitrator John Stout will take place on June 26.

CALL TO ACTION: Join the PHONE and EMAIL ZAP for CARE NOT PROFIT on April 23 (12:00-1:00 ET). Register at <https://www.ona.org/nh-phonezap> to join the Zoom meeting to participate. Bring your cell phone and computer.

We will be communicating on our progress and upcoming planned actions for members related to bargaining through emails, social media and on ONA’s website at www.ona.org/nhpnt.

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

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