

We are Ontario's nurses.

ONA is the union representing 65,000 members—including nurse practitioners, registered nurses, and health-care professionals—plus more than 18,000 nursing students providing care in hospitals, long-term care, public health, the community, clinics and industry.



Dear Nurse Practitioners,

Thank you for the critical work you do every day. We understand the issues facing nurse practitioners in Ontario because we experience them first-hand.

You are the reason the Ontario Nurses' Association (ONA) exists. ONA was founded more than four decades ago to provide representation and services **for nurses, by nurses**. We are a professional union 65,000 members strong and we are part of the Canadian Federation of Nurses' Unions and the Canadian Labour Congress. Bargaining unit presidents are elected by local members and, along with the elected local leadership team, fight to improve your working conditions and maintain your rights under our collective agreements.

We are a nurses' union. That means all of our resources are devoted to advancing your interests. We're particularly proud to have helped lead the Canadian Federation of Nurses Unions (CFNU) Pan-Canadian NP Retention and Recruitment Project to improve working conditions and expand NP positions throughout the health-care system.

Our services and membership benefits reflect the unique needs of NPs. We have a legal team that represents members facing employment-related legal issues; professional practice specialists who advise members on nursing practice concerns; the Legal Expense Assistance Plan (LEAP) to represent members in investigations arising from a complaint or report to the College of Nurses of Ontario; and ONA liability insurance for excess malpractice claims.

Specializing in the representation of RNs and NPs gives ONA an edge in collective bargaining. We lead other unions, creating the standard for wages and working conditions in the health-care sector. ONA also has a record of great success in bargaining first collective agreements, including negotiating membership in the Healthcare of Ontario Pension Plan (HOOPP) for primary care NPs.

Our advocacy has won important victories for our members and for everyone working in health care. These include changes to legislation mandating employers have measures to combat workplace violence and harassment, the creation of a government working group to address violence against nurses, and the recognition in law that nurses who suffer PTSD are presumed to have a work-related illness and will automatically be eligible for compensation.



In everything we do, we are committed to improving the economic welfare and quality of work-life for our members, enabling them to provide high-quality health care.

Sincerely,

Vicki McKenna, RN
President
Ontario Nurses' Association

Why ONA?

We are Ontario's nurses.

ONA was founded more than four decades ago by 85 independent nurses' associations from across Ontario to provide representation and services for nurses, by nurses.

Today, ONA is Canada's largest nurses' union. Quite simply, there is no one who can better represent nurse practitioners.

Services

ONA brings expertise in representing NPs and assisting members:

- At the bargaining table, **negotiating collective agreements** which lead the health-care sector for wages and working conditions.
- Handling **grievances and arbitration**.
- At **Workplace Safety and Insurance Board (WSIB)** hearings.
- At **College of Nurses** hearings.
- In **courts of law** and at inquests.
- With trustees on the **boards of directors of pension plans** including the Healthcare of Ontario Pension Plan (HOOPP).
- Before government **committees**.

Advocacy

ONA has proven to be effective in our work advancing the interests of nurse practitioners to government:

- lobbying government directly, including **for enhanced wages for primary care NPs**.
- **meeting with ministers, the premier, the Chief Nursing Officer of Ontario**, and their staff.
- as a member of the **Joint Provincial Nursing Committee of Ontario**, along with the Ministry of Health, College of Nurses of Ontario, employer groups, and nursing associations.
- through a pan-Canadian **study on the retention and recruitment of NPs** with the Canadian Federation of Nurses' Unions (CFNU).
- with a province-wide campaign, "Recognize violence. Report it." fighting for a **comprehensive strategy to stop violence at work**.
- with *Priorities and Promises*, a province-wide campaign **calling out the Ford government's approach to health-care reform**.

Benefits of ONA membership

ONA members enjoy many services and benefits tailored to the needs of nurse practitioners, including:

- **Professional practice specialists** who advise members on nursing practice concerns and the Professional Responsibility Clause.
- **A Human Rights and Equity Team** that promotes equality and works for fair, impartial, and progressive consideration of issues.
- Access to our top-notch **education programs**, with workshops conducted across the province.
- **Occupational health and safety specialists** who advise members
- **Workplace Safety & Insurance Board (WSIB) specialists** to assist with claims.
- **NP-only teleconnects** to discuss your issues and set plans of action.
- **ONA Benefit Program**, which provides base Long-Term Disability (LTD) for members not covered through their employer/collective agreement. All members have Critical Illness coverage in the event of a life threatening illness. We also offer additional discounted insurance for life, personal accident, extended health, hospital, travel, and dental coverage.
- Membership in the **Canadian Federation of Nurses Unions (CFNU)**, the national voice of Canada's nurses to the federal government.



We are stronger together

Collective Bargaining

Union membership in ONA is the formal expression of professionals agreeing to speak to their employer with one strong, collective voice. As a member of ONA, you're part of a professional team your employer can't ignore. Your practice conditions can no longer be determined arbitrarily – you have a real say.

ONA leads the way

ONA has been the leading voice in efforts to ensure hospitals and the provincial government recognize the wealth of expertise and experience NPs bring to health care in Ontario and ensure commensurate remuneration of NPs in every health-care sector across the province. This recognition is imperative to the appropriate recruitment and retention of NPs and maintaining the quality of health care.

ONA's efforts are paying off. There was a big breakthrough in the 2016 round of hospital central bargaining resulting in an **average 6.35% wage increase for NPs' start rates.** That contract established a base start rate for NPs. Unfortunately, in 2018 an independent arbitrator didn't accept our proposal for a harmonized NP wage grid. We will be prioritizing this again in the 2020 round of bargaining.



Examples of NP Wages in ONA Collective Agreements

Employer	Min.	Max.
Lakeridge Health	\$62.57	\$65.70
Peterborough Regional Health Centre	\$62.55	\$65.66
Belvedere Heights	\$50.01	\$58.26
Rideaucrest Home for the Aged	\$52.00	\$61.90
VON (Brant, Haldimand, Norfolk Site)	\$51.66	\$51.66
Wellington-Dufferin-Guelph Health Unit	\$62.85	\$62.85
Guelph Community Health Centre	\$55.93	\$63.92
Parkdale Queen West Community Health Centre	\$53.24	\$67.13
Central LHIN	\$55.31	\$66.69
North East LHIN	\$59.65	\$67.86



ONA membership gets results

At LAMP Community Health Centre, NPs joining ONA led to negotiations that got these primary care providers into the Healthcare of Ontario Pension Plan (HOOPP).

At Grand River Community Health Centre, ONA member NPs achieved a binding settlement securing fair and equitable distribution of administration and consultation time, including follow-up time with patients.

For Nurses, By Nurses

ONA is the only organization that provides services and representation that meet the unique needs of NPs, RNs, and health-care professionals.

Legal Expense Assistance Plan (LEAP)

LEAP has been available since 1980 to assist ONA members faced with legal problems arising from their employment. LEAP may provide help to members faced with legal issues stemming from:

- An issue before the College of Nurses of Ontario.
- A complaint to the Information and Privacy Commissioner.
- A coroner's inquest or investigation.

Malpractice Insurance

ONA members have professional excess liability insurance. Malpractice insurance protects members who, as a result of practicing their profession, are found to have been negligent and have to pay damages. The insurance provides up to \$1.5 million in coverage per incident up to a maximum of \$6 million per member.

Professional Responsibility Clause (PRC)

Reporting unsafe patient care or practice to our employers is our professional responsibility. ONA's collective agreements contain a process that enables you to address concerns about your ability to practice safely and have a manageable workload. The PRC complaint process can result in increased staffing, safer workplaces, and improved quality of care.

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