



**To:** Bargaining Unit Presidents, Victorian Order of Nurses (VON)  
**From:** Lorna Thompson, RN, Chair, VON Central Negotiating Team  
**Date:** February 5, 2021  
**Re:** **VON Central Negotiating Team (VONCNT) Update**  
**C:** Board of Directors, Local Coordinators, VONCNT, Staff

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I am writing to you as the newly elected Chair of the 2021 VONCNT. I would like to begin by introducing the members of the team who are privileged to represent you:

Lucja Masoom, VON Thunder Bay and District, Local 14

Heather Wareing, VON Brant, Haldimand, Norfolk, Local 7

Lorna Thompson, VON Toronto/York-Peel, Local 43 (Chair)

**Ex-officio** - Vicki McKenna, Provincial President  
Cathryn Hoy, First Vice-President  
Beverly Mathers, Chief Executive Officer

Your team is ready to go! The VONCNT completed its formal orientation via Zoom February 3-5, 2021.

Thank you for completing the online *Have-Your-Say* questionnaire, which we have reviewed, including the VON sector bargaining priorities. We have read each and every one of your comments from this survey. The comments have many similar and consistent themes, which we will address in bargaining.

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 VON bargaining team in March.

We are ready to proceed with bargaining via Zoom and have set March 2-4, 2021 for negotiations with the Participating VON branches. Attached is the Memorandum of Conditions for Joint Bargaining.

If we are unable to resolve the issues at bargaining, the VON and ONA have agreed to mediate any outstanding issues. We have agreed to Matthew Wilson as the mediator and mediation will take place via Zoom on May 5-7, 2021. Should we not settle at mediation, we have agreed to proceed to arbitration before Arbitrator William Kaplan on June 25, 2021.

We will be communicating to ONA leadership on our progress through email with the VON Bargaining Unit Presidents at Area Coordinator Conferences (ACCs) and Provincial Coordinator Meetings (PCMs). Our updates will also be available directly at [www.ona.org/bargaining](http://www.ona.org/bargaining). Members of the team may, from time to time, contact Bargaining Unit Presidents in their regions for any feedback the team may need.

To assist the VONCNT in communicating to ONA members on our progress, we ask Bargaining Unit Presidents to add VONCNT updates to their meeting agendas, Local website 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 the VONCNT, please contact ONA Provincial President Vicki McKenna at [vickim@ona.org](mailto:vickim@ona.org). Vicki will see that any questions are brought to my attention.