



To: Bargaining Unit Presidents, Victorian Order of Nurses (VON)
From: Lorna Thompson, RN, Chair, VON Central Negotiating Team
Date: May 7, 2021
Re: **VON Central Negotiating Team (VONCNT) Update**
C: Board of Directors, Local Coordinators, VONCNT, Staff

The VONCNT has completed bargaining. Bargaining concluded on March 4, 2021. Mediation then took place with Mediator Matthew Wilson from May 5 to 7, 2021. Unfortunately, we were unable to reach a negotiated or mediated settlement that would meet the priorities identified by our members. We are now proceeding to arbitration on June 25, 2021 with Arbitrator William Kaplan.

ONA's team is very disappointed that, despite our best efforts, we have been unable to reach a settlement. As we proceed to arbitration, your priorities remain at the forefront of the issues that will go forward to the Arbitrator.

Our team has had to make difficult decisions through bargaining and mediation knowing that our wages are significantly lower than other nurses despite working in a challenging environment. Our employer, the VON, continues to experience challenges in the very competitive home care market. It has made bargaining incredibly challenging particularly when it comes to monetary issues.

We will continue to communicate to ONA leadership on our progress through email with the VON Bargaining Unit Presidents, at Area Coordinators Conferences (ACCs) and Provincial Coordinators Meetings (PCMs).

Our updates will also be available directly at: www.ona.org/bargaining.

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. Vicki will see that any questions are brought to my attention.