



Ontario Nurses' Association

85 Grenville Street, Toronto, Ontario M5S 3A2
TEL: (416) 964-8833 TOLL-FREE: 1-800-387-5580, EXT 0
FAX: (416) 964-8864 AND 1-866-964-8864

To: Victorian Order of Nurses (VON) Bargaining Unit Presidents
From: Lorna Thompson, RN, Chair, VON Central Negotiating Team
Date: May 17, 2023
Re: **VON Central Negotiating Team (VONCNT) Update**
C: Board of Directors, Local Coordinators, VONCNT, Staff

The VONCNT has completed bargaining and mediation with the VON Canada – Ontario Branch on May 17, 2023. The signed Memorandum of Conditions for Joint Bargaining is attached for your information.

The team put forward proposals that addressed your priorities, as identified in ONA's Have Your Say bargaining survey. Your team made it very clear that nurses have seen their real wage steadily reduced over the last 10 years. Full-time RNs at the maximum rate have seen their purchasing power eroded by \$14,169.18 since 2010. The rising cost of living exacerbated this. Our agenda did not include "concessions," neither were we interested in providing the employer with "flexible and agile" language that will further erode member's rights.

ONA's team is astonished, insulted and enraged that, despite our best efforts, we have been unable to reach a respectful settlement to bring to our members. The team unanimously felt that the VON Canada – Ontario Branch did not come to the table with a meaningful mandate focused on cost of living, real wage increases, and retention/recruitment strategies for health-care professionals. As we proceed to arbitration on June 26, 2023 with Arbitrator John Stout, your priorities remain at the forefront of the issues.

We will be communicating to ONA leadership on our progress through email with the VON Bargaining Unit Presidents and at the Provincial Coordinators Meeting (PCM) in June. Our updates will also be available directly at www.ona.org/bargaining. Members of the team may, from time to time, contact Bargaining Unit Presidents for any feedback the team may need.

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