



Ontario Nurses' Association

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To: Bargaining Unit Presidents, Hospital Sector
From: Alan Warrington, RN, Chair, Hospital Central Negotiating Team
Date: March 12, 2021
Re: Hospital Central Negotiating Team (HCNT) Update
C: Board of Directors, Local Coordinators, HCNT, Staff

I would like to begin by introducing the members of the team, who are privileged to represent you:

Region 1

Kelly Latimer, Health Sciences North, Local 13
Carrie Doherty, Dryden Regional Health Centre, Local 81

Region 2

Rachel Muir, The Ottawa Hospital, Local 83
Kate Magladry, The Ottawa Hospital, Local 83

Region 3

Ingrid Garrick, University Health Network-Princess Margaret, Local 97
Derek Montgomery, Southlake Regional Health Centre, Local 124

Region 4

Erin Ariss, St. Mary's General Hospital, Local 55
Grace Pierias, St. Joseph's Healthcare, Hamilton, Local 75

Region 5

Alan Warrington, London Health Sciences Centre, Local 100 (Chair)
Jo-Dee Brown, Hotel-Dieu Grace Healthcare, Local 8

Ex-officio

Vicki McKenna, Provincial President
Cathryn Hoy, First Vice President
Beverly Mathers, Chief Executive Officer

The HCNT completed its first week of bargaining with the Participating Hospitals via Zoom video conferencing from March 8 to 12, 2021. We have signed the Memorandum of Conditions for Joint Bargaining with the Participating Hospitals. It is attached for your review.

The team has put forward proposals that address your priorities, as identified in ONA's Have-Your-Say bargaining survey. Your team made it very clear in its opening statement that ONA members are not prepared to have hospitals balance their budgets on the backs of registered nurses and health-care professionals at the expense of the quality care we deliver to our patients. Our agenda does not include "concessions," neither are we interested in providing the employer with "flexibility" that will result in more skill-mix changes, scheduling changes and reassignments.

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Job security, workload and staffing are among our priority proposals and we emphasized that they all had to be addressed in a meaningful way. We have had a challenging week of bargaining and will continue to focus on our members' priorities. We remain hopeful of reaching a negotiated settlement that reflects the needs of our members. Our team remains strong and committed despite the challenges of negotiating under Bill 124 and the restrictions it poses on free collective bargaining.

Bargaining will resume on March 22, 2021 and mediation will take place with Mediator Matthew Wilson from March 23 to 24, 2021. Should we not settle at mediation, we have agreed to proceed to arbitration from April 20 and 21, 2021 with Arbitrator Eli Gedalof.

We will be communicating to ONA leadership on our progress through email with the Hospital Bargaining Unit Presidents, at Area Coordinators Conferences (ACCs), the Provincial Leadership Meeting (PLM) and Provincial Coordinators Meetings (PCMs). Our updates will also be available directly at www.ona.org/bargaining.

To assist the HCNT in communicating to ONA members on our progress, we ask Bargaining Unit Presidents to add HCNT 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 HCNT, please send them to ONA President Vicki McKenna at vickim@ona.org. Vicki will see they are brought to my attention.