



PLEASE POST

To: Bargaining Unit Presidents, Hospital Sector
From: Cathryn Hoy, RN, Chair, Hospital Central Negotiating Team
Date: January 29, 2018
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
Rhonda Millar, North Bay Regional Health Centre, Local 20

Region 2

Cathryn Hoy, Kingston Health Sciences Centre, Local 99 (Chair)
Jenny Briscoe, Renfrew Victoria Hospital, Local 49

Region 3

Michelle Gibeau, William Osler Health System, Local 43
Jane Penciner, North York General Hospital, Local 6

Region 4

Angela Preocanin, St. Joseph's Healthcare Hamilton, Local 75
Sherri Ludlow, St. Joseph's Healthcare Hamilton, Local 75

Region 5

James Murray, London Health Sciences Centre, Local 100
Joanne Wilkinson, London Health Sciences Centre, Local 100

Ex-officio

Vicki McKenna, Provincial President
Marie Kelly, Chief Executive Officer/Chief Administrative Officer

HCNT completed its first week of bargaining January 22-28, 2018. The team has put forward proposals that address your priorities as identified in Have-a-Say. 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 (RNs) and health-care professionals and at the expense of the quality care we give 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.

Job security, workload and staffing are among our priority proposals and we emphasized that they all had to be addressed in a meaningful way. Our first week of bargaining focused on non-monetary issues. We have had a slow start and we are nowhere near finalizing a contract. Nonetheless we remain hopeful of reaching a deal. While the Ontario Hospital Association (OHA) has tabled a broad range of rollbacks, it is too early to predict where they will end up on this. We are looking for a negotiated settlement that reflects the needs of our members, but if the OHA is unwilling to do so, we have the skills, ability and fortitude to fight this out at arbitration.

We are strong and united in achieving a negotiated settlement on your behalf that demonstrates respect for our hospital sector RNs and health-care professionals.

Negotiations are continuing with the participating hospitals through Wednesday, January 31, 2018. The participating hospitals and ONA have agreed to mediate any outstanding issues from February 1-4, 2018. Should we not settle at mediation, we have agreed to proceed to arbitration February 26-27, 2018 with Arbitrator William Kaplan, who is also act as mediator.

We will also continue to communicate with you on our progress providing updates via email, at the February Area Coordinators Conferences (ACCs) and the March Joint Sector Meeting (JSM). Our updates will also be available on ONA's website at www.ona.org under Bargaining News (ONA app, Facebook). 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 HCNT in communicating to ONA members on our progress, we ask Bargaining Unit Presidents to place HCNT updates on membership meeting agendas, to post them on their worksite bulletin boards, to share via your usual local and bargaining unit communication strategy (local website, group email lists) 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.