

## Ontario Nurses Association Local 80

### Local Coordinator 2024 Annual report

Dear ONA80 Colleagues and Friends, Portfolio and Unit Representatives, Local Executive,

The year 2024 was anything but uneventful, shaped by geopolitical events that will have lasting impacts on Canadians and the future we face as healthcare professionals.

In December 2024, Canada's political landscape experienced significant upheaval with the resignation of Deputy Prime Minister and Finance Minister Chrystia Freeland on December 16. Her departure, stemming from disagreements over economic policy and in response to escalating trade tensions with the United States, precipitated a broader political crisis. This culminated in Prime Minister Justin Trudeau announcing on January 6, 2025, his intention to resign as leader of the Liberal Party and Prime Minister, effective upon the selection of his successor.

Throughout 2024, the Ford government continued its pattern of failing to support nurses and publicly funded healthcare, disregarding the ongoing staffing crisis that has placed unprecedented pressure on Ontario's healthcare workers. In 2024 alone, 8,000 nurses left the province.

Despite repeated calls from ONA and other healthcare unions, the government dismissed concerns about severe nurse shortages, unsafe working conditions, and the growing reliance on costly private agency nurses.

Instead of investing in public-sector recruitment and retention strategies, the Ford government prioritized private healthcare expansion, allowing for-profit clinics to take over essential services while refusing to implement measures that would keep nurses in the profession. Union-led advocacy efforts, including rallies, legal challenges, and political action campaigns, highlighted the devastating impact of these policies on both frontline workers and patient care.

Despite these setbacks, ONA members remained on the front lines, fighting for better wages, working conditions, and safe staffing levels—a fight that continues into 2025.

In early 2024, the Canadian Federation of Nurses Unions (CFNU) conducted a national online survey, gathering responses from 5,595 nurses practicing across Canada. Among all critical themes explored, three were identified as the highest in importance: patient care, burnout, and intention to leave.

Some key findings from the CFNU 2024 Member Survey included:



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## Many nurses want to leave their job, entirely.

### 4 in 10

nurses intend to leave their job, the profession or retire.



[Download the full report](#)

## Our health care system is understaffed.

### 7 in 10

nurses mention insufficient staffing levels and high workloads as the top reasons why they want to leave their workplace. It's alarming. 59% of near misses or patient safety incidents can be attributed to understaffing and high patient loads.





[Download the full report](#)

**Almost every nurse  
has experienced  
workplace violence.**

**9 in 10**

nurses experienced some form of abuse over the last year.



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**Many young nurses  
regret their career  
choice.**

**35%**

of early-career nurses are dissatisfied with their career choice. Meanwhile, 1 in 5 early-career nurses report their mental health as poor, very poor or terrible.



Several nurses say these three incentives would keep them in the field:  
67% of nurses say guaranteed days off would help them stay in the field.  
64% of nurses say paying less tax would be a strong incentive to stay.

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69% of nurses say they would appreciate more flexible work schedules.

These findings highlight the urgent need for national action to address staffing shortages, unsafe workloads, workplace violence, and mental health concerns that continue to drive nurses away from the profession.

For more details, the full CFNU 2024 Member Survey Report is available:

Canadian Federation of Nurses Unions (CFNU). (2024). *2024 CFNU Members Survey*. Retrieved from [https://cdn.prod.website-files.com/64108fa6cd96c24e82418a19/65f2170954d430c73820ef18\\_2024%20CFNU%20Members%20Survey%20-%20Web.pdf](https://cdn.prod.website-files.com/64108fa6cd96c24e82418a19/65f2170954d430c73820ef18_2024%20CFNU%20Members%20Survey%20-%20Web.pdf), accessed March 11, 2025.

## Ontario Nurses Association

A new approach to transparency and collective action in bargaining

In 2024, the Ontario Nurses' Association (ONA) introduced a fundamentally new approach to provincial hospital bargaining, prioritizing transparency and collective action like never before.

As stated in ONA's official media release:

*"For the first time in our provincial hospital bargaining history, ONA members will review, discuss, and directly vote on the initial proposals that your elected HPNT will bring forward to the participating hospitals. This virtual meeting will be held on Wednesday, November 6, 2024 (9:00 a.m. – 12:00 p.m. ET or 7:30 p.m. – 10:30 p.m. ET). Members only needed to attend one meeting to cast their vote on the proposals."*

This member-driven process marked a new era of engagement and advocacy, reinforcing ONA's commitment to democratic decision-making and collective strength in bargaining.

Despite this unprecedented demonstration of unity, the Ontario Hospital Association (OHA) reverted to its old playbook, outright dismissing the proposals voted on by frontline nurses. ONA did not back down. Instead, we intensified our fight for fair contract and improved working conditions, refusing to allow the voices of our members to be ignored.

In response, multiple political action events were organized, and ONA80 has been at the forefront, advocating relentlessly on behalf of our members. This is what true solidarity looks like, and I commend every one of you for standing together in this fight.

“

## Nurses and Health-Care Professionals Erect Hospital Understaffing Graveyard, Call for Registered Nurse-to-Patient Staffing Ratios

November 14, 2024

Toronto, ON, November 14, 2024 – Members of the Ontario Nurses’ Association (ONA) staged a hospital understaffing graveyard today outside the Ontario Hospital Association (OHA). Members held a funeral to call attention to the loss of nurse and health-care professional positions and hours and to put pressure on hospital CEOs to reverse their deliberate and detrimental decreases in staffing levels.

They are calling on hospital CEOs to implement registered nurse (RN)-to-patient staffing ratios so that public hospitals can recruit and retain nurses and health-care professionals to provide the care patients need.

“The understaffing crisis is intentional. Hospital CEOs and the Ford Conservatives are working together to funnel our public money to private clinics that benefit their interests, while public care suffers,” says Erin Ariss, Registered Nurse and Provincial President of ONA. “Without RN staffing ratios, public hospitals will continue to lose staff to the private sector, making this crisis worse and timely care near impossible.”

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**Ontario Nurses' Association**  
@ontarionurses



Our hospital understaffing graveyard mourns how @OntHospitalAssn CEOs have deliberately understaffed our public hospitals. By scheduling inconsistent levels of staff, nurses and health-care professionals can’t provide care patients deserve. #ONAPCM #onhealth #onpoli



9:52 AM · Nov 14, 2024 from Toronto, Ontario · 7,545 Views



11



192



364



3







Speak to your executive to explore how you can help or email [local080@ona.org](mailto:local080@ona.org)

Historic fact: last negotiated central collective agreement between ONA and the participating hospitals was settled in 2011!

All bargaining rounds after, ended in interest arbitration awards. Including the 2023 arbitration award by Arbitrator Kaplan.

### ONA80 supporting Local Communities

In 2024, ONA80 contributed \$1,000 in Political Action funding to purchase and deliver essential food items to Youth Without Shelter Centre in North York.

ONA80 Executives played a key role in this initiative, alongside other volunteers from North Community. During this event, ONA80 also distributed flyers to local community members, raising awareness about Ontario's ongoing healthcare staffing crisis.

Pictures from the celebratory dinner at YWS were shared with the Local





## Provincial and regional meetings: 2025

- ONA80 Annual Membership Meeting: March 18, 2025
- 2025 Provincial Leadership Meeting (Sheraton Centre): April 15-16, 2025

The first 10 members who register will be fully subsidized to attend.

- The Local will request a leave of absence for these members to ensure their salaries remain whole.
- Members attending on their day off can apply for a \$100 honorarium for attending one day.
- 2025 Health and Safety Caucus (Region 3): May 21, 2025
- 2025 CFNU Conference (Niagara Falls): June 2-6, 2025
- 2025 June Provincial Coordinators Meeting (Hilton Toronto/Markham Suites): June 10-12, 2025
- 2025 Biennial Convention (Toronto): November 4-7, 2025
- The first 10 members who register will be fully subsidized to attend.
- The Local will request a leave of absence for these members to ensure their salaries remain whole.
- Members attending on their day off can apply for a \$100 honorarium for attending one day.
- ONA80 will reimburse travel expenses for members using public transportation or paying public parking fees to attend Biennial. Keep all receipts for reimbursement.
- Next General Membership Meeting: October 14, 2025 (information will be shared across all units ahead of the meeting).

2025 Region 3 ACC dates:

Feb 11/12; May 27/28; Oct 22/23

## 2024 ONA meetings at a glance:

**2024 Health and Safety Caucus** for Region 3 was on May 23 at St James Cathedral Central and was attended by 4 members of the Local Executive. Great discussions around WSIB and ways to assist members be successful applying for WSIB. Mental Health and WSIB

### 2024 Region 3 ACCs

February 20-21, 2024

May 21-22, 2024

October 15-16, 2024—co-chaired by ONA80

**2024 Provincial Coordinators Meeting and Human Rights and Caucus** were held in Toronto – Sheraton Centre Hotel. November 12-16, 2024.

Half Day political action to support central bargaining was on November 14.

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Information on how to attend were posted on units' bulletin boards and ONA80 local website. The HRE Caucus was attended by 10 members of our Local

ONA80 supported 17 members in attending the Provincial Coordinators Meeting, with their participation collectively accounting for 44 paid one-day equivalent attendances across the event.

The ONA President Arris emphasized a commitment to standing up for nurses and healthcare professionals against any opposition, including CEOs, MPs, and ministers. Key highlights from the report include:

- **Continued Advocacy:** The importance of being bold and outspoken to fight for public healthcare and challenging outdated policies that exclude improvements. "We plan Feisty Fierce Fight"
- **Membership Growth:** Over 1,800 new members have joined ONA, strengthening its collective voice.
- **Support for Nurses:** Specific focus on supporting Credit Valley nurses in their fight for better working conditions and patient care one of the recent examples of the collective action
- **Representation and Growth:** ONA now represents over 68,000 nurses and healthcare professionals, 18,000 nursing students, and continues to expand.
- **Policy Criticism:** Strong condemnation of the Ford government's decision to close 10 supervised consumption sites by March 2025, warning this will lead to preventable deaths. The President criticized the lack of consultation with frontline workers and experts, calling it a life-or-death issue.

## Keynote Speakers

Two very inspiring keynote speakers shared their exceptional stories, encouraging all ONA members, particularly those who are racialized or have faced discrimination:

- **Dr. Chika Oriuwa**
- **Andrea Dalzell, RN – The Seated Nurse**

Other important updates include that our award-winning flagship publication, *Front Lines*, is wrapping up as a printed magazine after 17 proud years.

## Health and Safety Caucus

Region 3: May 23, 2024. St James Cathedral in Toronto

The WSIB and mental health were the topic for discussions and updates.

## June Provincial Coordinators Meeting

2024 ONA's June Provincial Coordinators Meeting took place at the Westin in Ottawa on June 11 and 12, 2024.

June 13—last day of the June PCM was all about getting pumped up and delivering important message to all who look to privatize, ONA demands to keep health care public, NOT for profit

PROVINCIAL COORDINATORS MEETING HIGHLIGHTS

# 

JUNE 11 AND 12, 2024 | HELD IN REGION 2 – KNOWS JUST WHAT TO DO – IN BEAUTIFUL OTTAWA!

## Bad bosses targeted in bold president's address to support mobilizing movements

### **WHEN ONA PROVINCIAL PRESIDENT ERIN ARISS**

asked the more than 240 delegates at the June Provincial Coordinators Meeting (PCM) whether anyone has had a bad boss, virtually 100 per cent of the delegates answered with an overwhelming, "YES!"

In the nation's capital just steps away from federal parliament, Erin pointedly called out several of the big bad bosses that ONA and our members have been forced to deal with in their work.

"We might laugh at bad bosses sometimes, but their impact on members is no joke," notes Erin. "We can and must build our collective power to challenge all bad bosses."

From Extendicare CEO Dr. Michael Guerriere to Premier Doug Ford and Health Minister Sylvia Jones, these bad bosses must be put on notice and called out for their callous and secretive work to privatize health care and line the pockets of their shareholder buddies.

Yet, we have a clear message for all bad bosses.

"Together, we will not back down. We do not fear our governments, our employers, no matter how powerful or influential," Erin said. "Because we have real power. The kind that comes from mobilizing our power in numbers. And we are ready to fight bad bosses, and we will win!"

**Watch Erin's president's address  
as well as the other videos  
shown at PCM on YouTube at  
[youtube.com/ontarionurses](https://youtube.com/ontarionurses).**



PCM HIGHLIGHTS | JUNE 2024

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### ONA Leadership Summit

In 2024, ONA's Leadership Summit was hosted during September 23-27, 2024, at the Oakwood Resort in Grand Bend and had a special stream added this year the DEI. Attended by ONA80 HRE Chair—Marva McCalla

Additional session was a one-time event that was hosted in spring of 2024 at Niagara Falls. Attended by two delegates from our Local—Paul LoStracco and Jennifer Brown from Sunnybrook RN group BU.

The summit provided an exceptional opportunity to enrich and deepen the understanding of union work and its broader impact, making the entire experience highly valuable for participants.

### 2024 Nursing Week

The 2024 Gala Dinner was attended by 416 members and guests, making it a memorable celebration.

Special guests included:

ONA President Erin

First Vice-President Angela

Region 3 Vice-President Karen

ONA CEO Andrea

ONA Counsel Nadia Pronych

ONA LRO Savita Singh

Representatives from HOOPP and Belairedirect

Photographer Harry captured wonderful moments throughout the evening. Photos are available via a link posted on the ONA80 website under the Nursing Week page.



It was a night of fun and celebration, featuring a dance floor, games, a photo booth, and numerous door prizes as we honored our collective achievements.

**WE ARE NOT AN OPTION. We are a necessity / NOUS NE SOMMES PAS UNE OPTION. Nous sommes une nécessité.**



The 2025 Nursing Week events will take place from May 12 to 16, 2025.

In preparation, the ONA80 executive launched a survey inviting members to share their preferences on how the Local should celebrate Nursing Week and RT Week. The survey was posted in the fall of 2024, allowing members to provide input on event planning and activities for the upcoming celebrations. Full report can be found at the ONA80 website.

In summary:



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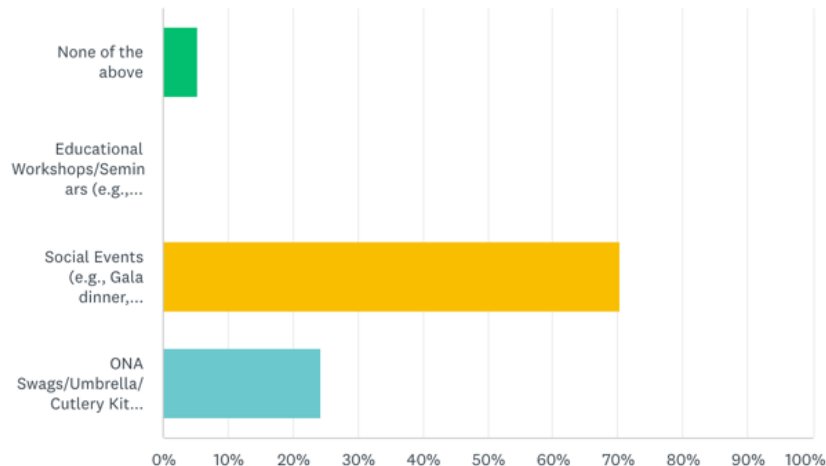


Customize

Save as ▼

As we plan the 2025 National Nursing and Respiratory Therapists Week events, please indicate your strongest preference for the type of celebration you would like to see.

Answered: 37 Skipped: 0



ANSWER CHOICES

RESPONSES

None of the above

5.41% 2

Educational Workshops/Seminars (e.g., professional development sessions, guest speakers)

0.00% 0

Social Events (e.g., Gala dinner, breakfast or evening reception events)

70.27% 26

ONA Swags/Umbrella/Cutlery Kit Bags/ Water Bottle/30 oz Stainless Steel/Polypropylene Mug (approx. \$15 value)

24.32% 9

TOTAL

37

Comments (3)

A majority of respondents, 70%, indicated a preference for in-person gatherings. We look forward to an exciting time together.

Each of the three Bargaining Units at ONA80 also hosted their own special celebrations: The Sunnybrook RN group held evening receptions, including one on the Thursday of Nursing Week.

Canadian Blood Services mailed Tim Hortons gift cards to members.

The Sunnybrook RT group celebrated RTs National Week from October 20-26, 2024, by offering breakfast to members.

Looking ahead, RTs Week 2025 will take place from October 19-24, 2025.

**Other updates include:**

The Sunnybrook RN Bargaining Unit of ONA80 completed negotiations preparation in 2024 and will begin local bargaining in 2025.

Negotiations for the first collective agreement for Respiratory Therapists are currently underway.

My final remark to you, my dear friends and colleagues:

Charing the Local 80 Executive Committee, I fully support education for all ONA80 members.

Please reach out to me or your executive committee members to discuss various opportunities.

Refer to Local Policy 3.10.1 on Membership Education for more details.

In solidarity,

Serge Ganzburg RN

ONA80 Local Coordinator