



Constitutional Amendments and Resolutions

2025 Biennial Convention



To: The Membership Attending the 2025 Biennial Convention
From: Andrea Kay, RN, Chief Executive Officer
Date: September 19, 2025
Re: **Constitutional Amendments and Resolutions**

The responsibilities of the Chief Executive Officer, or designate, in accordance with the Constitution are, in part, as follows:

- (a) Receive and prepare constitutional amendments and resolutions for submission to the Biennial Convention or a special meeting.
- (b) Have the power to give preference to an affirmative resolution over a negative one with respect to the same subject matter after consultation with, and the agreement of, the proposer.
- (c) Have the power to eliminate duplications after consultation with, and the agreement of, the proposer.
- (d) Have the power to edit constitutional amendments and resolutions, provided that the purport and intent is not changed, after consultation with, and the agreement of, the proposer.
- (e) Have the power to determine the order in which constitutional amendments and resolutions will be presented to the Biennial Convention.
- (f) In consultation with legal counsel, have the power to declare an amendment or resolution beyond the power of the meeting.

Three (3) statement of beliefs amendments, nineteen (19) constitutional amendments and three (3) resolutions were submitted. Three (3) of the constitutional amendments were withdrawn. Three (3) statement of beliefs amendments, sixteen (16) constitutional amendments and three (3) resolutions are deemed to be in order and are presented for your consideration.

I will indicate to membership at the 2025 Biennial Convention when amendments are no longer in order due to the approval or defeat of a previous amendment.

I wish to thank membership for their support and consideration of the amendments submitted this year.

AK/da

**Present Article****STATEMENT OF BELIEFS**

No provision

Amended Article to Read**STATEMENT OF BELIEFS****Land Acknowledgement**

In the spirit of Truth and Reconciliation, the Ontario Nurses' Association recognizes that our work, and the work of our members, takes place on many traditional Indigenous territories across Ontario.

ONA is committed on our reconciliation journey as we engage in discussions to learn together, and to support engagement and partnerships with First Nations, Inuit and Métis peoples, organizations, and communities.

We believe that it's our responsibility to meaningfully incorporate reconciliation in all aspects of our organization.

RATIONALE: At the June 2025 Board meeting, the Board supported the recommendation of the ReconciliACTION Working Group to approve the adoption of a standardized organizational land acknowledgement to be included on the ONA website and other key documents. This land acknowledgement is not intended to replace personal or localized acknowledgements during events or gatherings, but to reflect ONA's values and reconciliation journey in ongoing communications.

The Anti-Racism, Equity and Human Rights Board Committee recommended that the land acknowledgement be added to ONA's Statement of Beliefs and this is supported by the Board of Directors.

SUBMITTED BY: Board of Directors

SECONDED BY:

**Present Article****STATEMENT OF BELIEFS****Collective Bargaining**

- To achieve through province-wide negotiations a master collective agreement that standardizes salaries and conditions of work including portability of benefits throughout the province.

Amended Article to Read**STATEMENT OF BELIEFS****Collective Bargaining**

- To achieve through province-wide negotiations a master collective agreement that standardizes salaries and conditions of work including portability of benefits throughout the province.
- To achieve wage parity between the hospital, long-term care and community sectors and between designations.

RATIONALE: Chris Savard, a Nurse Practitioner at the Grand River Community Health Centre, suggested amendments to ONA's Statement of Beliefs regarding collective bargaining in the community sector. The Governance and Nominations Committee developed language which was discussed and amended by Local Coordinators attending the June Provincial Coordinators Meeting (PCM).

The Board of Directors supports the additional language which clarifies our goal of achieving wage parity between the hospital, long-term care and community sectors and between designations.

SUBMITTED BY: Board of Directors

SECONDED BY:



Present Article

STATEMENT OF BELIEFS

The Political Process

- ONA will advocate with the government on issues of high priority to its members, including a publicly funded and administered health-care system.

Amended Article to Read

STATEMENT OF BELIEFS

The Political Process

- ONA will advocate with the government on issues of high priority to its members, including a **fully** publicly funded and administered **universal** health-care system **that promotes health, wellness and prevention.**
- **ONA will advocate to the government for appropriate and sustained funding to retain nurses, nurse practitioners and health-care professionals in all sectors with emphasis on sectors that have been, and are, consistently underfunded.**
- **ONA will advocate for staffing levels that ensure a safe environment for members and their patients/clients/residents, free from violence.**

RATIONALE: Chris Savard, a Nurse Practitioner at the Grand River Community Health Centre, suggested amendments to ONA's Statement of Beliefs regarding the political process which include advocating for funding in the community sector. The Governance and Nominations Committee developed language which was discussed and amended by Local Coordinators attending the June Provincial Coordinators Meeting (PCM).

The Board of Directors supports the additional language which clarifies our advocacy for a fully publicly funded and administered universal health-care system; appropriate and sustained funding to retain nurses, nurse practitioners and health-care professionals; and staffing levels that ensure a safe environment free from violence.

SUBMITTED BY: Board of Directors

SECONDED BY:



Present Article

ARTICLE 3 – MEMBERSHIP

C. Retired Members

- 3.09 (a) The Union may establish a retired membership classification. The criteria for such membership shall be determined by a two-thirds ($\frac{2}{3}$) majority vote by either the Board of Directors or the voting delegates at a Special Meeting or Biennial Convention.
- (b) A retired member is one who was a member prior to retirement (either early or at a pensionable age) or is in receipt of a permanent disability pension from a long-term disability program or worker's compensation. A member with entitlements who is hired on ONA staff is eligible to become a retired member upon their staff retirement, subject to Board and CEO approval.

Amended Article to Read

ARTICLE 3 – MEMBERSHIP

C. Retired Members

- 3.09 (a) The Union may establish a retired membership classification. The criteria for such membership shall be determined by a two-thirds ($\frac{2}{3}$) majority vote by either the Board of Directors or the voting delegates at a Special Meeting or Biennial Convention.
- (b) A retired member is one who was a member prior to retirement (either early or at a pensionable age) or is in receipt of a permanent disability pension from a long-term disability program or worker's compensation. A member with entitlements who is hired on ONA staff is eligible to become a retired member upon their staff retirement, subject to Board and CEO approval. **In special circumstances, the Board may grant retiree member status to a member who did not hold entitlements at the time of their retirement.**

RATIONALE: Currently to become an ONA retired member you had to have been a member with entitlements prior to retirement. The amendment would give the Board discretion to grant retiree member status to a member who did not hold entitlements at the time of their retirement, if there were special circumstances that warranted this.

SUBMITTED BY: Board of Directors

SECONDED BY:



Present Article

ARTICLE 4 – STRUCTURE

A. Geographic Regions

4.01 The Union shall be divided into the following five (5) regions.

Region 1

Districts of Kenora, Rainy River, Thunder Bay, Algoma, Temiskaming, Nipissing, Cochrane, Manitoulin, Regional Municipality of Sudbury.

Region 2

Counties of Prescott, Russell, Glengarry, Renfrew, Lanark, Grenville, Leeds, Dundas, Stormont, Frontenac, Hastings, Prince Edward, Lennox, Addington, Haliburton, Victoria, Peterborough, Northumberland, Regional Municipalities of Ottawa Carlton and Kingston.

Region 3

Regional Municipality of Durham, Municipalities of York, Peel and Toronto.

Region 4

Counties of Simcoe, Brant, Wellington, Dufferin, Haldimand, Norfolk, Regional Municipalities of Waterloo, Hamilton-Wentworth, Niagara, Halton, District Municipality of Muskoka and District of Parry Sound.

Region 5

Counties of Bruce, Grey, Huron, Perth, Oxford, Middlesex, Lambton, Elgin, Kent and Essex.

Amended Article to Read

ARTICLE 4 – STRUCTURE

A. Geographic Regions

4.01 The Union shall be divided into the following five (5) regions.

Region 1

Districts of Kenora, Rainy River, Thunder Bay, Algoma, Temiskaming, Nipissing, Cochrane, Manitoulin, ~~Regional Municipality~~ **City of Greater** Sudbury.

Region 2

United Counties of Prescott and Russell, **United Counties of Stormont, Dundas and** Glengarry, Renfrew, Lanark, **Leeds &** Grenville, **Leeds, Dundas, Stormont,** Frontenac, Hastings, Prince Edward **County, County of** Lennox **&** Addington, Haliburton, **Victoria, City of Kawartha Lakes,** Peterborough, Northumberland, **Regional Municipalities** **City of** Ottawa **Carlton and Kingston.**

Region 3

Regional Municipality of Durham, **Municipalities of** York, Peel, **and City of** Toronto.

Region 4

Counties of Simcoe, **Brant,** Wellington, Dufferin, **Haldimand County of Brant, City of Brantford, Haldimand County,** Norfolk **County, City of** **Hamilton,** Regional Municipalities of Waterloo, **Hamilton-Wentworth,** Niagara, Halton, District Municipality of Muskoka and District of Parry Sound.

Region 5

Counties of Bruce, Grey, Huron, Perth, Oxford, Middlesex, Lambton, Elgin, **Kent and** Essex, **Municipality of Chatham-Kent.**

RATIONALE: The list of ONA Geographic Regions has been updated to reflect the list of single-tier municipalities, regional municipalities, counties and districts as published by the Association of Municipalities of Ontario (AMO).

SUBMITTED BY: Board of Directors

SECONDED BY:



Present Article

ARTICLE 4 – STRUCTURE

A. Chartered Local Associations

4.09 When two (2) or more employers combine to become one (1) employer the Board will consider if it is appropriate to combine all Chartered Local Associations and Bargaining Units within that employer group into one (1) Chartered Local Association and one (1) Bargaining Unit.

In such cases, the Board of Directors shall give such directions as it deems fit to facilitate the merger.

Amended Article to Read

ARTICLE 4 – STRUCTURE

A. Chartered Local Associations

4.09 When two (2) or more employers combine to become one (1) employer the Board will consider if it is appropriate to combine all Chartered Local Associations and Bargaining Units within that employer group into one (1) Chartered Local Association and one (1) Bargaining Unit.

In such cases, the Board of Directors shall give such directions as it deems fit to facilitate the merger.

When two (2) or more Bargaining Units are merged to become one (1) Bargaining Unit, the Board of Directors may maintain separate sub-units within the merged Bargaining Units to represent members in internal governance matters, if appropriate. The merged Bargaining Unit would continue to be governed by applicable legislation including the *Public Sector Labour Relations Transition Act* and the *Labour Relations Act* for labour relations, negotiations, and other statutory duties and rights of ONA as the bargaining agent.

In such cases, the separate sub-units will be considered Bargaining Units for the purposes of any relevant articles including Articles 4.03 and 4.08 of the Constitution, Section 3(a) of By-Law II only, and any applicable policies under Article 4.17.

RATIONALE: The merger of all 14 Home and Community Care Support Services (HCCSS) branches into a single service organization and employer known as Ontario Health atHome has resulted in Bargaining Unit merger proceedings under the *Public Sector Labour Relations Transition Act* (PSLRTA). Existing ONA HCCSS Bargaining Units make up on average 35 per cent of the membership of their current Locals. To remove them to create one provincial Bargaining Unit could make current Locals unsustainable and create issues with respect to local representation, regional affiliation and dues payments.



The Ontario *Labour Relations Act* does not preclude ONA from splitting a certified Bargaining Unit into subsections or constituent entities for internal governance purposes, nor does it prevent the Union from characterizing such subsections as 'Bargaining Units' or 'Bargaining Units for governance purposes' internally.

The proposed language being added to the Constitution will allow the Board of Directors, in the case of a merger, to create such sub-units for ONA governance purposes, while the merged Bargaining Unit would be treated as one Bargaining Unit for labour relations purposes as required under the applicable labour legislation.

SUBMITTED BY: Board of Directors

SECONDED BY:



Present Article

ARTICLE 4 – STRUCTURE

C. Board of Directors

(i) Composition

4.16 In order to be eligible to be nominated and stand for election and hold a position on the Board of Directors, a member must have first served at least one full term in one of the following Local Executive or Bargaining Unit Leadership Team positions (or equivalent as determined by the Board of Directors):

- Local Coordinator;
- Bargaining Unit President;
- Bargaining Unit Vice-President; or,
- Grievance Chair.

Amended Article to Read

ARTICLE 4 – STRUCTURE

C. Board of Directors

(i) Composition

4.16 In order to be eligible to be nominated and stand for election and hold a position on the Board of Directors, a member must have first served at least one full term in one of the following Local Executive or Bargaining Unit Leadership Team positions (or equivalent as determined by the **Board of Directors Election Team**):

- Local Coordinator;
- Bargaining Unit President;
- Bargaining Unit Vice-President; **or,**
- Grievance Chair; **or,**
- **Local Treasurer.**

RATIONALE: The Provincial Election Team has recommended removing the involvement of the Board of Directors from determining qualifications of potential candidates in the election, moving discretionary decisions to the arm's length Election Team.

The Governance and Nominations Committee has recommended that a Local Treasurer should be added to the leadership positions that qualify for nomination to a position on the Board of Directors.

SUBMITTED BY: Board of Directors

SECONDED BY:



Present Article

ARTICLE 4 – STRUCTURE

C. Board of Directors

(ii) Responsibilities

- 4.19 The affairs of the Board of Directors shall be divided into specific portfolios, which will include but are not limited to:
- (1) Communications/Government Relations and Student Liaison
 - (2) Political Action
 - (3) Human Rights/Equity
 - (4) Professional Issues
 - (5) Occupational Health and Safety
 - (6) Labour Relations
 - (7) Education and Events

Amended Article to Read

ARTICLE 4 – STRUCTURE

C. Board of Directors

(ii) Responsibilities

- 4.19 The affairs of the Board of Directors shall be divided into specific portfolios, which will include but are not limited to:
- (1) Communications/Government Relations and Student Liaison, **Provincial Negotiations and Constitutional Meetings**
 - (2) **Local Political Action Campaigns**
 - (3) **Local Finance**
 - (4) **Anti-Racism, Equity & Human Rights/Equity**
 - (5) Professional Issues
 - (6) Occupational Health and Safety
 - (7) **Contract Administration Labour Relations**
 - (8) Education and Events

RATIONALE: The titles of the Board portfolios have been amended to better reflect the scope and responsibilities of the portfolios. The changes include:

- The addition of “Provincial Negotiations and Constitutional Meetings” to the portfolios held by the President.
- Amending “Political Action” to “Local Campaigns” as per the current focus of the First Vice-President.
- Adding back the portfolio of “Local Finance” which would be held by the Treasurer.
- Amending the “Human Rights/Equity” portfolio to reflect the current work and provincial committee focusing on “Anti-Racism, Equity & Human Rights.”
- Amending “Labour Relations” to “Contract Administration” which reflects the current focus. The term labour relations includes negotiations, which is not part of this portfolio.

SUBMITTED BY: Board of Directors

SECONDED BY:



Present Article

ARTICLE 4 – STRUCTURE

C. Board of Directors

(ii) Responsibilities

4.20 The portfolio of Communications/Government Relations and Student Liaison shall be held by the President and the portfolio of Political Action shall be held by the First Vice-President.

Amended Article to Read

ARTICLE 4 – STRUCTURE

C. Board of Directors

(ii) Responsibilities

4.20 The portfolio of Communications/Government Relations and Student Liaison, **Provincial Negotiations and Constitutional Meetings** shall be held by the President and the portfolio of **Political Action Local Campaigns** shall be held by the First Vice-President. **The portfolio of Local Finance shall be held by the Treasurer.**

RATIONALE: This amendment is consistent with the proposed change to portfolio titles in Article 4.19.

Additional language added to stipulate that the portfolio of Local Finance shall be held by the Treasurer.

SUBMITTED BY: Board of Directors

SECONDED BY:



Present Article

ARTICLE 6 – MEETINGS

C. Area Coordinator Conferences

6.31 The Area Coordinators Conferences shall be funded provincially for meeting room rental, coffee, tea, juices, faxes, audio-visual equipment and the photocopying and distribution of the minutes.

Amended Article to Read

ARTICLE 6 – MEETINGS

C. Area Coordinators Conferences

6.31 The Area Coordinators Conferences shall be funded provincially for meeting room rental, coffee, tea, juices, non-alcoholic beverages faxes and audio-visual equipment. and the photocopying and distribution of the minutes.

RATIONALE: The amendment regarding Area Coordinators Conferences reflects the current practice of what is provincially funded.

SUBMITTED BY: Board of Directors

SECONDED BY:



Present Article

ARTICLE 7 – ELECTIONS

A. Election of the Board of Directors

- 7.04(a) Each nomination for President and First Vice-President submitted shall be on a proper nomination form setting out their qualifications and bearing the signatures of five (5) members of the Union and the consent in writing of the nominee stating that the member will accept office if elected.
- (b) (i) A member running for Vice-President can only be a candidate in a region in which they are currently employed.
- (ii) Each nomination for Vice-President submitted shall be on a proper nomination form setting out their qualifications and bearing the signatures of five (5) members of the Region for which the member is a candidate and the consent in writing of the nominee stating that the member will accept office if elected.

Amended Article to Read

ARTICLE 7 – ELECTIONS

A. Election of the Board of Directors

- 7.04(a) Each nomination for President, and First Vice-President and Treasurer submitted shall be on a proper nomination form setting out their qualifications and bearing the signatures of five (5) members of the Union and the consent in writing of the nominee stating that the member will accept office if elected.
- (b) (i) A member running for Vice-President can only be a candidate in a region in which they are currently employed.
- (ii) Each nomination for Vice-President submitted shall be on a proper nomination form setting out their qualifications and bearing the signatures of five (5) members of the Region for which the member is a candidate and the consent in writing of the nominee stating that the member will accept office if elected.

RATIONALE: With the addition of the Treasurer position, it is necessary to add this position to Article 7.04 (a) with respect to the signatures required on their nomination form.

SUBMITTED BY: Board of Directors

SECONDED BY:



Present Article

ARTICLE 7 – ELECTIONS

A. Election of the Board of Directors

7.06 The Chief Executive Officer shall verify that each candidate has been nominated in accordance with this Constitution and that the consent in writing of each candidate to stand for election has been submitted and shall prepare a ballot bearing the names of the nominees for each office.

Amended Article to Read

ARTICLE 7 – ELECTIONS

A. Election of the Board of Directors

7.06 The Chief Executive Officer **or designate** shall verify that each candidate has been nominated in accordance with this Constitution and that the consent in writing of each candidate to stand for election has been submitted and shall prepare a ballot bearing the names of the nominees for each office. **The Chief Executive Officer or designate shall retain discretion to refer any discretionary decisions regarding nomination issues to the Election Team, where they deem it appropriate.**

RATIONALE: The Provincial Election Team has recommended changes to Article 7.06 to authorize the Chief Executive Officer to refer discretionary or contentious issues to the arm's length Election Team, where they deem it appropriate to recuse themselves.

SUBMITTED BY: Board of Directors

SECONDED BY:



Present Article

ARTICLE 7 – ELECTIONS

B. Election Team

7.18 The First Vice-President of the Union or Board Member Designate shall chair the Election Team in accordance with Union Policy.

Amended Article to Read

ARTICLE 7 – ELECTIONS

B. Election Team

7.18 ~~The First Vice-President of the Union or Board Member Designate shall chair the Election Team in accordance with Union Policy.~~ **The Election Team shall be chaired by a retired member of the Board of Directors.**

RATIONALE: The Provincial Election Team has recommended removing involvement of the Board of Directors from the Election Team, to ensure their decisions are at arm's length.

The First Vice-President has had to remove themselves from chairing the Election Team whenever they were a candidate for election. The practice has been to replace the First Vice-President with a retired member of the Board of Directors. The team is currently chaired by former President Vicki McKenna.

SUBMITTED BY: Board of Directors

SECONDED BY:



Present Article

ARTICLE 7 – ELECTIONS

B. Election Team

7.19 Any member who wishes to make a complaint that the Union's Election Policy has been breached shall promptly do so in writing to the Chief Executive Officer providing as much detail as possible. The Chief Executive Officer shall forward the complaint to the Election Team once received. The Chief Executive Officer and/or their delegate shall investigate the complaint and forward the results of the investigation to the Election Team. If, following a complaint or on its own notice, the Election Team is satisfied that the Election Policy has been breached by one or more members, it may take such action(s) it considers appropriate in accordance with Union Policy including but not limited to removal from the ballot. In addition to any action(s) taken in accordance with Union Policy, the Election Team may refer the matter directly to the Board of Directors for a hearing pursuant to Article 9. When such a referral is made, the Election Team shall be the complainant for the purposes of pursuing the complaint.

Amended Article to Read

ARTICLE 7 – ELECTIONS

B. Election Team

7.19 Any member who wishes to make a complaint that the Union's Election Policy has been breached shall promptly do so in writing to the **Election Team Chief Executive Officer** providing as much detail as possible. **The Chief Executive Officer shall forward the complaint to the Election Team once received. The Election Team Chief Executive Officer and/or their delegate shall may** investigate the complaint **as it deems appropriate, and forward the results of the investigation to the Election Team.** If, following a complaint or on its own notice, the Election Team is satisfied that the Election Policy has been breached by one or more members, it may take such action(s) it considers appropriate in accordance with Union Policy including but not limited to removal from the ballot. In addition to any action(s) taken in accordance with Union Policy, the Election Team may refer the matter directly to the Board of Directors for a hearing pursuant to Article 9. When such a referral is made, the Election Team shall be the complainant for the purposes of pursuing the complaint.

RATIONALE: The Provincial Election Team has recommended amending Article 7.19 to ensure that consideration of election complaints is by the neutral and arm's length Election Team.

SUBMITTED BY: Board of Directors

SECONDED BY:



Present Article

ARTICLE 9 – DISCIPLINE

- 9.02 For greater certainty, but not so as to restrict the generality thereof, conduct detrimental to the advancement of the purposes of or reflecting discredit upon the Union, shall be deemed to include:
- (a) Violating any provision of the Constitution of the Union or of the By-Laws of a Chartered Local Association.
 - (b) Engaging in any activity or course of conduct contrary or detrimental to the welfare or best interests of the Union or of a Chartered Local Association.
 - (c) Engaging in dual unionism or in a secessionist movement which has for its purpose the fostering of a rival organization.
 - (d) Urging or advocating that a member or Chartered Local Association start or institute any action relating to Union or Chartered Local Association business in a court of law against the Union or another Chartered Local Association without first exhausting all remedies available under the Constitution of the Union and under the By-Laws of a Chartered Local Association.
 - (e) Obtaining membership through fraudulent means or by misrepresentation, either on the part of the member or others interested.
 - (f) Revealing information about the affairs of the Union or of any Chartered Local Association to a person or persons not entitled to such knowledge in a manner detrimental to the welfare or best interests of the Union or Chartered Local Association.
 - (g) Causing or advocating a stoppage of work because of any alleged grievance or dispute in violation of any existing collective agreement or without the consent of the Board of Directors.

Amended Article to Read

ARTICLE 9 – DISCIPLINE

- 9.02 For greater certainty, but not so as to restrict the generality thereof, conduct detrimental to the advancement of the purposes of or reflecting discredit upon the Union, shall be deemed to include:
- (a) Violating any provision of the Constitution of the Union or of the By-Laws of a Chartered Local Association.
 - (b) Engaging in any activity or course of conduct contrary or detrimental to the welfare or best interests of the Union or of a Chartered Local Association.
 - (c) Engaging in dual unionism or in a secessionist movement which has for its purpose the fostering of a rival organization.
 - (d) Urging or advocating that a member or Chartered Local Association start or institute any action relating to Union or Chartered Local Association business in a court of law against the Union or another Chartered Local Association without first exhausting all remedies available under the Constitution of the Union and under the By-Laws of a Chartered Local Association.
 - (e) Obtaining membership through fraudulent means or by misrepresentation, either on the part of the member or others interested.
 - (f) Revealing information about the affairs of the Union or of any Chartered Local Association to a person or persons not entitled to such knowledge in a manner detrimental to the welfare or best interests of the Union or Chartered Local Association.
 - (g) Causing or advocating a stoppage of work because of any alleged grievance or dispute in violation of any existing collective agreement or without the consent of the Board of Directors.



- (h) Wilfully circulating false or defamatory statements or reports concerning members of the Union or Chartered Local Associations or the activities thereof including through electronic communications by sending messages, images, commentary, posting on social media or other forms of online communication.
- (i) Bringing false charges under this Article without reasonable grounds for believing such charges to be true.
- (j) Wilfully engaging in any acts or course of conduct which are inconsistent with the collective bargaining process, or which constitute a breach of an existing collective bargaining agreement.
- (k) Wilfully engaging in acts of harassment and/or discrimination as defined under the *Human Rights Code or Occupational Health and Safety Act* including through electronic communications by sending messages, images, commentary, posting on social media or other forms of online communication.
- (l) Misappropriation of union resources.
- (m) Crossing a picket line established by the Union or working for an employer at which the Union is on strike or lockout without the consent of the Board of Directors.

- (h) Wilfully circulating false or defamatory statements or reports concerning members of the Union or Chartered Local Associations or the activities thereof including through electronic communications by sending messages, images, commentary, posting on social media or other forms of online communication.
- (i) Bringing false charges under this Article without reasonable grounds for believing such charges to be true.
- (j) **Wilfully** engaging in any acts or course of conduct which are inconsistent with the collective bargaining process, or which constitute a breach of an existing collective bargaining agreement.
- (k) Wilfully engaging in acts of harassment and/or discrimination as defined under the *Human Rights Code or Occupational Health and Safety Act* including through electronic communications by sending messages, images, commentary, posting on social media or other forms of online communication.
- (l) Misappropriation of union resources.
- (m) Crossing a picket line established by the Union or working for an employer at which the Union is on strike or lockout without the consent of the Board of Directors.

(n) Breaching the Union's Election Policy.

RATIONALE: Article 7.19 of the Constitution currently provides that breaches of the Election Policy may be referred to the Board of Directors for a disciplinary hearing under Article 9. We have therefore added this to the list of conducts "detrimental to the advancement of the purposes of or reflecting discredit upon the Union" under Article 9.02 for consistency.

SUBMITTED BY: Board of Directors

SECONDED BY:



Present Article

By-Law II – Local Executive Committee

1. The affairs of the Chartered Local Association shall be governed by Local policies voted on by membership at a Chartered Local Association Meeting and administered by a Local Executive Committee.

All members of the Local Executive Committee are responsible for monitoring the financial situation of the Local and ensure that monies are spent effectively, appropriately and within the scope of Local and Provincial Policies.

The Local Executive Committee shall be composed of the following:

- (a) Local Coordinator;
- (b) First Vice-Coordinator;
- (c) One (1) or more Bargaining Unit Presidents; In Multi-Bargaining Unit locals one of the Bargaining Unit Presidents other than a Bargaining Unit President who also holds the position of Local Coordinator, may hold the role of treasurer or secretary if permitted by Local policies.
- (d) Secretary;
- (e) Treasurer; provided that the Local Executive Committee may include a Secretary-Treasurer, in place of a Secretary and a Treasurer, who shall perform the functions of both.
- (f) Bargaining Units which may have more than one (1) site location may choose to elect one (1) or more site representatives if permitted by Local policy;
- (g) If permitted by Local policies, Locals may choose to elect one (1) or more Vice-Presidents. In a Multi-Bargaining Unit Local, one (1) Vice-President may hold the role of treasurer or secretary, if permitted by Local policies.

Amended Article to Read

By-Law II – Local Executive Committee

1. The affairs of the Chartered Local Association shall be governed by Local policies voted on by membership at a Chartered Local Association Meeting and administered by a Local Executive Committee.

All members of the Local Executive Committee are responsible for monitoring the financial situation of the Local and ensure that monies are spent effectively, appropriately and within the scope of Local and Provincial Policies.

The Local Executive Committee shall be composed of the following:

- (a) Local Coordinator;
- (b) First Vice-Coordinator;
- (c) One (1) or more Bargaining Unit Presidents; In Multi-Bargaining Unit locals one of the Bargaining Unit Presidents other than a Bargaining Unit President who also holds the position of Local Coordinator, may hold the role of **T**reasurer or **S**ecretary if permitted by Local policies.
- (d) Secretary;
- (e) Treasurer; provided that the Local Executive Committee may include a Secretary-Treasurer, in place of a Secretary and a Treasurer, who shall perform the functions of both;
- (f) **Human Rights and Equity Representative;**
- (g) Bargaining Units which may have more than one (1) site location may choose to elect one (1) or more site representatives if permitted by Local policy;
- (h) If permitted by Local policies, Locals may choose to elect one (1) or more Vice-Presidents. In a Multi-Bargaining Unit Local, one (1) Vice-President may hold the role of **T**reasurer or **S**ecretary, if permitted by Local policies.



RATIONALE: This proposed amendment from the Anti-Racism, Equity and Human Rights Committee is to add the Human Rights & Equity Representative (HRE Rep) to the list of positions included on the Local Executive.

The following is the introduction to the HRE Rep in the Guide to Leadership Accountabilities and Competencies December 2024:

“To ensure ONA fulfills its goals expressed in the ONA Statement of Beliefs, which are to promote equity and diversity in the workplace and protect members’ legal and contractual rights to work in environments that are free from harassment and discrimination.”

ONA’s Statement of Beliefs and Constitution 2024-2025 is clear that freedom from any form of racism, discrimination and harassment are core tenets of ONA. ONA is committed to advancing the following three areas; each of which specifies what ONA will do to achieve its commitments:

- Diversity, Equity and Inclusion
- Anti-Racism and Anti-Oppression
- Discrimination, Harassment, Bullying and Accommodation

The HRE Rep uniquely focuses on advancing these goals within ONA, a mandate not covered by any other executive role.

Notwithstanding this mandate, many Bargaining Units have used their HRE Rep to focus on accommodation/RTW. However, this work is now the focus of the Safe Return to Work Representative; membership voted at the 2023 Biennial to add this position to the list of Bargaining Unit representatives required under the Constitution.

The broad human rights focus of the HRE Rep position should be well-supported to ensure our members have a strong and visible point of contact for representation on a range of discrimination issues, including but not limited to discrimination based on race.

The HRE Rep now needs a reset; this position must be given presence and profile within ONA’s membership and be empowered to work within its mandate. Adding it to the list of positions included on the Local Executive will accomplish this.

SUBMITTED BY: Board of Directors

SECONDED BY



Present Article

By-Law II – Local Executive Committee

4.(a) In Multi-Bargaining Unit Locals the Executive Committee shall elect the First Vice-Coordinator from among the elected Bargaining Unit Presidents. If none of the Bargaining Unit President(s) are able and willing to stand for election for this position, then the First Vice-Coordinator shall be elected by and from other Local Executive members.

If the First Vice-Coordinator is appointed as the Local Coordinator or holds the position on an interim basis for more than four (4) weeks, then they may not hold the position of Treasurer or Secretary-Treasurer.

In Single Bargaining Unit Locals, a member of the bargaining unit shall be elected as First Vice-Coordinator.

Amended Article to Read

By-Law II – Local Executive Committee

4.(a) In Multi-Bargaining Unit Locals the Executive Committee shall elect the First Vice-Coordinator from among the elected Bargaining Unit Presidents. If none of the Bargaining Unit President(s) are able and willing to stand for election for this position, then the First Vice-Coordinator shall be elected by and from other Local Executive members.

If the First Vice-Coordinator is appointed as the Local Coordinator or holds the position on an interim basis for more than four (4) **consecutive** weeks, then they may not hold the position of Treasurer or Secretary-Treasurer.

In Single Bargaining Unit Locals, a member of the **Bargaining Unit** shall be elected as First Vice-Coordinator. **If permitted by Local policy, the First Vice-Coordinator in a Single Bargaining Unit Local may be elected by and from the other Local Executive members.**

RATIONALE: This amendment would allow the First Vice-Coordinator in a Single Bargaining Unit Local to be able to be elected by and from the other members on the Local Executive, as opposed to the entire Bargaining Unit. This would be similar to what happens in a Multi-Bargaining Unit Local where the First Vice-Coordinator is elected from among the other Bargaining Unit Presidents on the executive.

Local policy will determine whether this is permitted.

SUBMITTED BY: Board of Directors

SECONDED BY:



Present Article

By-Law II – Local Executive Committee

6. The Local Executive Committee shall meet at least once every four (4) months.

Amended Article to Read

By-Law II – Local Executive Committee

6. The Local Executive Committee shall meet at least once every four (4) months. **Attendance of any non-Local Executive Committee members shall be at the discretion of the Local Executive Committee.**

RATIONALE: The amendment to By-Law II is to clarify that the Local Executive Committee has the discretion to determine whether a non-committee member can attend one of their meetings.

SUBMITTED BY: Board of Directors

SECONDED BY:



Present Article

By-Law III – Duties of Officers

1. (d) Treasurer

- (i) The Treasurer shall be responsible for arranging for the collection and forwarding of members' dues to the Union.
- (ii) The Treasurer shall be responsible for the safekeeping of the monies of the Chartered Local Association and shall keep a record of all financial transactions.
- (iii) The Treasurer shall make a financial report at the annual meeting of the Chartered Local Association and at the meetings of the Local Executive Committee.
- (iv) The Treasurer, in conjunction with the Secretary, shall keep a record of the membership of the Chartered Local Association.
- (v) The Treasurer will provide the monthly financial summary to the Local Coordinator and the Local Executive including an explanation of the financial status of the Chartered Local Association.

Amended Article to Read

By-Law III – Duties of Officers

1. (d) Treasurer

- (i) ~~The Treasurer shall be responsible for arranging for the collection and forwarding of members' dues to the Union.~~
- (i) The Treasurer shall be responsible for the safekeeping of the monies of the Chartered Local Association and shall keep a record of all financial transactions.
- (ii) The Treasurer shall make a financial report at the annual meeting of the Chartered Local Association and at the meetings of the Local Executive Committee.
- (iii) The Treasurer, in conjunction with the Secretary, shall keep a record of the membership of the Chartered Local Association.
- (iv) The Treasurer will provide the monthly financial summary to the Local Coordinator and the Local Executive including an explanation of the financial status of the Chartered Local Association.

RATIONALE: This update to the duties of the Local Treasurer reflects that they are no longer responsible for arranging for the collection of dues and forwarding same to the Union. This is done by the employer, as required under the Collective Agreement.

SUBMITTED BY: Board of Directors

SECONDED BY:



RESOLUTION # 1

Dues Increase for 2026 and 2027

WHEREAS, the Ontario Nurses' Association (ONA) Board of Directors understands and supports meeting the service requirements and needs of the membership at the Local and Provincial Levels; and

WHEREAS, there is a need to continue to enhance mobilizing our members to fight employers and the government to protect our jobs and professions; and

WHEREAS, there continues to be increases in the cost of labour and benefits, membership events, membership education, computerization, etc; and

WHEREAS; there is a need to invest in our future initiatives such as our Membership Assembly that informs our Strategic Plan and our infrastructure; and

WHEREAS; there is a target to achieve a \$3 million operating fund closing balance for fiscal prudence; and

WHEREAS, the ONA Board of Directors understands and supports the requirement of additional funds at the local level; and

WHEREAS, the Board recognizes the need to assist Locals that have lower membership counts and/or a high number of bargaining units so that they can meet their Constitutional requirements and their fiduciary responsibilities; and

WHEREAS, the Board recognizes the need to be fiscally responsible but also to ensure the needs of our membership and operations are met;

THEREFORE BE IT RESOLVED that the Dues increase for 2026 be:

- \$2.05 for the Operating Fund,
- \$1.00 for the Local Portion, and
- \$1.95 for the Supplementary Local Funding

For a total dues increase of \$5.00.

The Dues increase in 2027 be:

- \$2.15 for the Operating Fund,
- \$1.00 for the Local Portion, and
- \$1.85 for the Supplementary Local Funding

For a total increase of \$5.00.

SUBMITTED BY: Board of Directors



RESOLUTION # 2

Dues Tiers

WHEREAS, the dues tiers were last increased at the 2021 Biennial Convention to be effective January 1, 2022;

WHEREAS, there has been significant wage increases achieved for many members since January 1, 2022;

WHEREAS, our health-care professional members have requested that the current dues tiers be increased;

WHEREAS, the Governance and Nominations Committee has done a historical comparison of the dues tiers and has recommended that the dues tiers be increased by \$5.00;

THEREFORE BE IT RESOLVED that the dues structure be amended effective January 1, 2026 as follows:

Straight Time Hourly Rate		Monthly Dues
Equal or greater than	\$32.50 \$37.50	\$127.69 (plus 2026 increase)
Greater than	\$26.00 \$31.00	
But less than	\$32.50 \$37.50	\$93.21 \$78.20
Equal or less than	\$26.00 \$31.00	\$75.33 \$68.20
Stand-by Pay		Minimum \$5.00

SUBMITTED BY: Board of Directors



RESOLUTION # 3

Biennial Convention

WHEREAS, all Locals cannot afford to attend both the Biennial and CFNU in the same year;

WHEREAS, due to the cost to attend both Biennial and CFNU Convention and currently both being held in the same year, attendance is impacted;

WHEREAS, it is challenging for Locals to get the time off from the employer;

WHEREAS, it was previously adjusted for reasons not directly related to Bargaining Units and Local needs;

WHEREAS, we should have Biennial and CFNU on opposite years;

THEREFORE BE IT RESOLVED that after this year's Biennial in November, the next Biennial Convention be held in 2028 and then continue every second year going forward.

SUBMITTED BY: Karie McConnell
ONA46 Treasurer



2025 Biennial Convention



ONA PROVINCIAL OFFICE

85 Grenville St., Toronto ON M5S 3A2

Tel: (416) 964-8833 • Toll free: 1-800-387-5580 • Fax: (416) 964-8864

email: onamail@ona.org • www.ona.org

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