

November 26, 2025 - #BOH/2025/11/05

**Whereas**, the collective agreements with the Ontario Nurses' Association and Ontario Public Services Employees Union, as well as the Management/Non-Union Employment Policy, expired on March 31, 2025; and

**Whereas**, negotiations were undertaken with Ontario Nurses' Association and Ontario Public Services Employees Union, and both unions ratified their respective agreements in November 2025; and

**Whereas**, negotiations for the Management/Non-Union Employment Policy include monetary adjustments identical to those negotiated with Ontario Nurses' Association and Ontario Public Services Employees Union;

**Be It Resolved**, that on the recommendation of the Personnel Policy, Labour/Employee Relations Committee that the Board of Health approve the changes to the collective agreements between the North Bay Parry Sound District Health Unit and Ontario Nurses' Association and Ontario Public Services Employees Union, and approve the revised Management/Non-Union Employment Policy for full-time and part-time employees, effective April 1, 2025, to March 31, 2027.