



**RÉSUMÉ FORM**  
**VON Provincial Negotiating Team**

**IMPORTANT: Please TYPE all information.**

Last Name:           **Masoom**           First Name:           **Lucja**          

Local #:   **14**   Region #:   **1**   Bargaining Unit:           **VON Thunder Bay**          

**Nursing/Health-Care Professional Work Experience:**

I dedicated more than 26 years to nursing profession in the Home Care Sector, **VON**.

**Negotiating Experience (ONA and Other):**

Along with other VON Negotiating Team members and ONA staff, and managers, worked hard during three rounds of negotiations. Each round had unique challenges. Starting with Bill 124, COVID, and finally in 2024, with disappointing arbitration outcomes. Through hard work and advocacy of ONA's president and negotiations manager, our members received a higher wage increase, than originally awarded.

Thank you, **ONA**.

**Other Activity at ONA bargaining unit level and/or provincial level:**

Professional committee

Grievance committee

Continuous guidance for members, reviewing Collective Agreement provisions with members.

**Participation in ONA Education Workshops:**

I participated in various educations in the past (negotiations, OH&S, bullying and harassment to name a few). In the last few years due to critical staff shortage, I was unable to attend education.

At CFNU 2023, I participated in the IEN workshop.

At PLM - March 2024, I participated in group discussion/workshop for Home Care Providers.

I also participate in most Home Care Connects meetings where we discuss challenges that home care/visiting nurses face.

**Any additional preparation and experience in labour relations:**

Unique experiences and challenges during the previous three rounds of negotiations.

**Please make a short statement of your Aims and Objectives for election to this Team:**

If chosen by members to the VON Provincial Negotiating Team, I am hoping to continue the fight for pay equity, the advocacy for members' safe work environment in reality of increasing violence in our communities, for better public awareness about nurses and health care professionals in the home care sector.

We also must protect and fight to keep provisions in Collective Agreements that are beneficial to our members.

In conclusion, I urge and encourage all members to get to know candidates and their goals, and vote for a team that will work hard towards pay equity, and safe working conditions.

Sincerely,

Lucja Masoom, RN, BUP, VON-Thunder Bay