Every vote counts

ONA VOTE 2019

Every vote counts

Hospital Central Negotiating Team

NOMINEES
CANDIDATES FOR REGION 1 • NORTHERN ONTARIO

FULL-TIME

Kelly Latimer
LOCAL 13
HEALTH SCIENCES NORTH
1-877-839-6245, ext. 7776
latimerkelly1@gmail.com

Céline Messier
LOCAL 2
ST. JOSEPH’S GENERAL HOSPITAL
ELLIOT LAKE
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Hello, my name is Céline Messier and I am a member of local 2 in Region 1. Currently, I hold a full-time position on the combined unit of Emergency and Intensive Care, previously working Medical/Surgical at St. Josephs General Hospital in Elliot Lake, Ontario. I have been working at this hospital since the beginning of my nursing career, now totaling 4 years. I am definitely a true northern girl, having graduated from the French nursing program at Laurentian University in Sudbury, then deciding to return home to my hometown to work as a registered nurse. This being said, I am fluent in both French and English.

I decided to get involved with the union after experiencing workload issues on my unit and being convinced by management that “a workload form was not warranted”. Myself being young and naïve, thought this was process. Then later being told by senior nurses, that management can’t decide whether a workload form is warranted or not, only us as nurses can. This is a classic and common example of a scenario happening across all our bargaining units. It was then and there, that I decided that I wanted to be more knowledgeable and educated regarding our contract language, because as we all know, knowledge is power.

My current ONA experiences include Grievance Chair at my local, Hospital Association Committee, Local Negotiation Team, and the Francophone Representative on the provincial Human Rights & Equity Team. I feel I have accomplished a lot, considering my short involvement with the union. These past 2 years, some of my favorite highlights included being a speaker on my first teleconnect, attending my first arbitration, helping to organize the annual Human Rights & Equity Caucus, and attending both the Biennial Convention and the Leadership camp. All of these have allowed me to learn so much about our union and all we do for our members. Furthermore, the impact we can have as a collective, fighting for real and current issues happening all across the province.

I realize I may be a young 26-year-old nurse; however, I am a fast, eager learner ready to dive right in. When I take something on, I commit to it 110% and I don’t stop until the task is completed. My co-workers can attest that I am a fun, hardworking, reliable, thorough (sometimes OCD) individual who is enjoyable to work with. These are the same qualities that I bring forward in my union work as well. And the same expectations you can expect if I were to be elected for the Hospital Central Negotiating team, representing the full-times members.

PART-TIME

Colleen MacKillop
LOCAL 81
LAKE OF THE WOODS DISTRICT HOSPITAL
ccmackillop@gmail.com

ACCLAIMED
FULL-TIME

Patricia O’Shaughnessy
LOCAL 42
CORNWALL COMMUNITY HOSPITAL
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pattylynneoshaughnessy@hotmail.com

Marc Page
LOCAL 83
THE OTTAWA HOSPITAL
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ushpage@sympatico.ca

PART-TIME

Andrea Cashman
LOCAL 83
THE OTTAWA HOSPITAL
1-877-839-6245, ext. 7781
andrea_cashman@hotmail.com

CANDIDATES FOR REGION 2 • EASTERN ONTARIO

represents the Negotiating committee are important checks and balances for them to make sure their collective voices are heard. If elected I will not take this role lightly and will work tirelessly on behalf of our members.

Thank you for your consideration.

Marc Page

Hello Region 2 Hospital members:
My name is Andrea Cashman. I am currently The Ottawa Hospital’s (TOH) Vice Bargaining Unit President and Local 83’s First-Vice Coordinator seeking to join the Central Hospital Negotiating Team as a PT member for Region 2. I hold a Bachelorette degree in Nursing and a Masters Degree in Educational Counselling. I am a Registered Nurse in good standing with over 11 years of experience working in psychiatry, mental health and surgery units.

I have been active within ONA for over 8 years, initially as a member of our Civic campus Joint Health & Safety Committee (JHSC) and as a Unit Representative. I have been Labour Co-chair on the Civic Joint Health & Safety Committee for a year now. I am trusted amongst my union peers. I am an effective leader and mentor amongst my colleagues.

I have been active for 3 years on the ONA Executive as previous Secretary and Lead Representative at the Civic Campus. I’m the current Vice Bargaining Unit President for TOH and First Vice Coordinator for Local 83. I hold the Professional Responsibility Workload (PRC) portfolio and I’m the Health and Safety Lead for our Local. I strive hard to advocate for our members’ rights, workload and health and safety concerns. Over the years, I’ve attended many ONA workshops including both the novice and advanced leadership camps. I participate in many hospital committees including our Hospital Association/Labour Management Committee where I present our escalate Professional Responsibility Workload forms. I co-chair our Occupational Health & Safety/ONA committee as Health & Safety Lead.

at the Ottawa Fertility Center and Ottawa Hospital as the Bargaining Unit President and Coordinator. I am seeking support to elect me for the position as the FT Region 2 Rep as the Hospital Central Negotiating Team Representative. Although I have not been involved in the work of the Union as long as others, I have developed a passion to learn every aspect of what is involved to be able to fight and support our members and build on these strategies to bring back to my own BU/Local. My goal is to be part of the strongest team possible to advocate for the needs of our members and get the respect that they deserve through fair bargaining.

If elected to this team I promise to be truly present and attentive throughout all proceedings, and be open to others ideas and be honest and transparent to our team. I will work collaboratively with others to improve our Collective Agreement language, which will help to improve the capacity that is so vital in our union and further help to engage our members. I would like to use this opportunity to learn and interact with the many great leaders who will be on this team. For every union committee that I have been on, I have not just been an observer but am instead an active contributor, learning and building relationships and better ways of doing things.

The issues developed through the “Have a Say” survey are important ways for our members to voice their concerns and put forward their priorities for bargaining, this along with the abilities of our members to vote on their provincial
Andrea Cashman continued

I effectively build rapport, demonstrate empathy, support, and collaborate with nurses. I liaise with TOH management in order to achieve safety and stability for nurses in alliance with ONA's Local and Central Collective Agreements as well as the Occupational Health & Safety Act. I have a solid work ethic and I work well independently and as a collaborative team player.

As a candidate for the Central Negotiating Team, I will advocate and support nursing priorities on your behalf to bring about needed changes in our Central Collective Agreement. I vow to bring stronger language to our contract to help protect and fight for your rights. Now is the time to really get loud about concerns. I’ve heard many concerns directly from our Local and I would welcome Region 2 members to contact me with contract change recommendations. Together, we can make effective changes. Thank you for this opportunity.

Sincerely,
Andrea Cashman, RN M.Ed Counselling
Vice Bargaining Unit President - The Ottawa Hospital
First Vice Coordinator – Local 83

Ruth Eveleigh

LOCAL 83
THE OTTAWA HOSPITAL
1-877-839-6245, ext. 7782
randp6365@gmail.com

I am a Registered Nurse who has worked at The Ottawa Hospital (TOH) for 29 years. I have an extensive nursing background in General Surgery, Medicine, Hemodialysis and currently Cancer Care.

I am a dedicated union activist who recognizes the many challenges that RNs face in the workplace. I believe that as RNs, we should be advocates for ourselves as well as for the patients who entrust their care to us. I have consistently and passionately fought for the rights of nurses at TOH and supported them to embrace their advocacy role.

I have been the ONA unit part-time representative for eight years and during that time I have actively sought out and taken numerous ONA offered education courses. These courses (Human Rights and Equity; Harassment Mobbing and Bullying; Violence in the Workplace; Health and Safety Caucuses; Social Media; WSIB claims; Professional Responsibility Workload reporting process; How to be a great ONA unit representative) have increased my knowledge related to the issues that members encounter which has increase my capacity and efficacy in being a unit representative. This expertise combined with my tenacity for what is right and fair positions me to be an impactful member of the ONA Central bargaining unit.

As a result of my unwavering determination to resolve concerns, my peers elected me, to the position of Co-Chair of the Corporate Nursing Clinical Practice Committee of TOH (2008-2010). This opportunity afforded me the privilege to witness the power of nurses to effect change within their units. I was humbled to witness the unrelenting passion of nurses to ensure that patient care is safe. Following this, I was elected Chair of our Chemotherapy Unit Council, where I had the ability to fine tune my leadership skills. I have served in the elected position of the Joint Health and Safety Committee ONA Representative for the past five years. During this time I have developed a deep understanding of the challenges that nurse’s face across TOH. I have learned the skills required to sit at a multidisciplinary table and move the work forward.

Additional diplomacy skills have been fine-tuned during my involvement with Local 83 bargaining unit. For the last three rounds of bargaining I have been at the table as an elected part time representative. I supported the dialogue that allowed ONA and TOH to establish and maintain a respectful relationship during these negotiations.

My unwavering passion for providing high quality service to all of our dedicated ONA members, combined with my extensive nursing experience and union involvement will enable me to be an impactful member of the ONA Central Bargaining team.

As such I am seeking your support in electing me for Part-time Representative for Region 2 in ONA Central Bargaining Table.

Sincerely,
Ruth Eveleigh RN
FULL-TIME

Emmanuel Ajayi  
LOCAL III  
SCARBOROUGH HEALTH NETWORK  
1-877-839-6245, ext. 7783  
e.ajayi@bell.net

Michelle Gibeau  
LOCAL 43  
WILLIAM OSLER HEALTH SYSTEM  
1-877-839-6245, ext. 7784  
michelle.gibeau@hotmail.com

Hello! My name is Michelle Gibeau. I am running for the position of Full Time Representative on the ONA Hospital Central Negotiations Team for Region 3. It was my honour to represent the RNs of Region 3 in this same position in the last round of central bargaining in 2018. It was a privilege to represent your interests and speak for the concerns of the nurses in Region 3.

I am an RN with 35 years of experience, primarily in adult critical care. I have been a Staff Nurse, Resource Nurse and Clinical Educator.

I come from a family of nurses - my aunts were nurses and my 2 daughters are nurses. I want to leave my profession in a better state for all the nurses who will come along after me. I believe strongly that ONA can achieve steady improvements to wages, benefits and working conditions through the central bargaining process.

I believe that I have a good understanding of what nurses want in their Collective Agreement. I think that nurses want to be recognized for their knowledge and expertise and for the personal sacrifices that they make to take care of our patients. Nurses want fair increases to their wages and premiums. They want enhancements to their benefits so that when they are ill or injured, they can get well. Nurses want to be safe in their workplace and they want their employer to provide them with supportive practice environments.

I would like the opportunity to represent your interests in the next round of Hospital Central Bargaining.

A vote for me is a vote that will ensure your issues are brought forward in this next round of Hospital Central Bargaining.

Please VOTE Michelle Gibeau for Full time member of Region 3 Hospital Central Bargaining Team

DJ Sanderson  
LOCAL 124  
SOUTHLAKE REGIONAL HEALTH CENTRE  
1-877-839-6245, ext. 7785  
Dj4sander@hotmail.com

One of the principal functions, of any Union, is the negotiation of strong collective agreements. Establishing a solid contract is the best way for ONA to improve the economic welfare and quality of work-life for our members, while enabling Nurses and allied health professionals, in providing high-quality health care.

Every day ONA members depend on the Collective Agreement to safeguard against unfair practices and unsafe working conditions. The heavy reliance on the unique Professional Practice language, entrenched in the Hospital Central Collective Agreement, cannot be understated.

The professional responsibility language gives ONA members a voice and provides a mechanism to address concerns with our employers. The central language guides local discussions to include frontline input for the review and establishment of improved employer processes. In order to hold employers and administrative Nurses accountable for the decisions they make regarding professional practice issues, patient acuity, fluctuating workloads and staffing levels, our existing language needs improvement.

For more than 15 years at Southlake Regional Health Centre, formerly York County Hospital, I have honoured and promoted ONA’s mission, vision and values.

As the Bargaining Unit President of a regional hospital and Local Coordinator of a smaller rural hospital, I recognize and understand the uniqueness of the issues facing Ontario’s Nurses every day.

In partnership with the other regional frontline ONA representatives, I commit to do my very best at returning a contract to our members that reflects the diversity of our membership and workplaces.

I fully commit to bring forward the challenges and concerns identified by frontline hospital workers to the central negotiations table.

I am asking for your trust and vote for the Full-Time Region 3 position on the Hospital Central Negotiations Team.

In Solidarity,
DJ Sanderson - Local 124 Coordinator
**CANDIDATES FOR REGION 3**
**GREATER TORONTO AREA**

**PART-TIME**

Jane Penciner  
**LOCAL 6**  
**NORTH YORK GENERAL HOSPITAL**  
jane.penciner@rogers.com  
**ACCLAIMED**

I always find it an interesting endeavour when a situation arises which necessitates I sing my own praises in pursuit of my goals. Perhaps the best way to approach this is to simply answer a few relevant questions: Why do I want to be on the Central negotiating Team? What qualities and experience do I possess that would make me a preferential candidate? Do I have the tenacity, conviction and drive to make a difference?

Why do I want to be on the Central Negotiating Team? I want to fight for our rights! I want to make a difference. Surprisingly I love contract negotiation. I like to nuance the language into different possible meanings… meaning that advantages nurses! Changing a word, placing a comma in the right place can mean all the difference in the world.

What qualities and experience do I possess that would make me a preferential candidate? I am passionate about defending the rights of nurses. It irks me when our contract language isn’t strong enough. Endeavour really means, “the employer should try if at all possible”, unfortunately employers too often take endeavour to mean, “we don’t really have to”. I am strategic in negotiations, I think ahead, I have experience in local and central bargaining.

Do I have the tenacity, drive and conviction to make a difference? If you ask anyone who knows me they would say; I don’t back down, I stand my ground, I’m not intimidated by authority and I don’t give up a fight. I believe there is power in numbers, I love all the expertise on the team and working with everyone to get the best possible outcome, to come up with the best possible strategy.

I participated in the last round of Central Negotiations. I learned so much working with the team and I am looking forward to using that knowledge to make a difference as part of the team at the next round of Central Negotiations.

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**CANDIDATES FOR REGION 4**
**CENTRAL AND SOUTHERN ONTARIO**

**FULL-TIME**

Angela Preocanin  
**LOCAL 75**  
**ST. JOSEPH’S HEALTHCARE, HAMILTON**  
angelapreocanin@icloud.com  
**ACCLAIMED**

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**PART-TIME**

Jennifer Cepukas  
**LOCAL 139**  
**GRAND RIVER HOSPITAL**  
**ELECTED AT THE REGION 4 AREA COORDINATORS CONFERENCE**

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**CANDIDATES FOR REGION 5**
**SOUTHWESTERN ONTARIO**

**FULL-TIME**

James Murray  
**LOCAL 100**  
**LONDON HEALTH SCIENCES CENTRE**  
1-877-839-6245, ext. 7786  
jsmurray.ona@gmail.com  
Members of Region 5

I have been nominated by my peers to run for the Hospital Central Negotiating Team. It is an honour and a duty that I take very seriously, and I ask for your support in electing me to the Hospital Central Negotiating Team. As the Local Coordinator for Local 100 and the Bargaining Unit President for the RN’s and Clinical Educators at London Health Sciences Centre, I have been very active in Local Bargaining, including negotiating two first collective agreements. I have served on the Hospital Central Team for the past two rounds.
of central bargaining, and given the current political climate I anticipate this next round will be the most difficult.

I have been a dedicated ONA member throughout my entire 33 year nursing career, holding the position of Bargaining Unit President at London Health Sciences Centre since 2011, and Local Coordinator of Local 100 since 2017. These years of labour relations and negotiating experience have provided me with a comprehensive understanding of the concerns of our members and the strength of our Collective Agreement, and where improvements could be made.

My goal is to provide the best possible service to the members of Local 100, and all members of Region 5 if given the privilege to represent you on the Hospital Central Negotiating Team.

James Murray RN

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FULL-TIME

Alan Warrington
LOCAL 100
LONDON HEALTH SCIENCES CENTRE
1-877-839-6245, ext. 7787
awarrington.ona@gmail.com

A graduate of the University of Alberta (BScN) in 2000 who has worked as a Full-time Registered Nurse most of my career; Part-time for a short period of time when my children were small. I have worked at the Alberta, Royal Alexandra & University Hospitals in Edmonton, AB as a member of United Nurses of Alberta (UNA); most recently, since September 2007, I have worked at London Health Sciences Centre-University Hospital as a proud ONA member since 2012. I am a Critical Care (Medical Surgical ICU and Cardiac Surgical Recovery) RN. My nursing career has allowed me the opportunity to work in the following areas: Mental Health, Cardiology, Cardiac Surgery, Transplants and Critical Care.

I had the unique and privileged opportunity to help negotiate a first collective agreement on behalf of LHSC University Hospital RNs, following our certification in 2012. I have been a dedicated member of the RN Local Negotiating Committee in every subsequent round since our merger with the Victoria Hospital RNs, as a multi-site. I look forward to the opportunity to represent the members of Region 5 on the Hospital Central Negotiating Team.

I have been an engaged Union Member (ONA & UNA) throughout my career when given the opportunity to be represented (Non-Union Site ‘07-’12). I have been active at the bargaining unit level since 2012, starting with a Unit Rep role. Since 2015, I have been the VP, Occupational Health & Safety (UH). I am a certified JHSC member since 2013 working diligently with a great team of ONA JHSC Reps (RN, Allied & Clinical Educators) to effect changes to our workplace safety. Engaged closely with BU leadership and ONA Occ Health Specialists to achieve a landmark Minutes of Settlement (MOS) to address Workplace Violence. As a member of the Hospital Association Committee (HAC) I have seen first hand how difficult it has become for our members to deliver ethical, high quality patient care in the presence of understaffing and lack of resources.

As a bargaining unit executive, which represents over 3000 RNs, with several hundred grievances filed annually has demonstrated to me where employers seek to exploit. Discussions at provincial ONA meetings highlight and reinforce where our collective agreement language is strong but also where improvements are needed.

I look forward to bringing a fresh, new perspective to the team, on behalf of all Registered Nurses. In a changing work environment, it is paramount that our collective bargaining rights be maintained. With continued provincial government restraints placed on the hospital sector, creation of various patient care models are putting our patients at risk. Nurses are constantly forced to do more with less; often told to work smarter, not harder. To ensure professional, ethical, high quality care is maintained, can only be achieved with appropriate RN staffing models.

Ensure your vote counts!

In Solidarity,
Alan Warrington RN BScN

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PART-TIME

Jo-Dee Brown
LOCAL 8
HOTEL-DIEU GRACE HEALTHCARE
1-877-839-6245, ext. 7789
freelegged@gmail.com

I refer you to my resume that was included with the Ticket of Nominations for a more extensive outline of my experience and background that I would like to bring to the Hospital Central Bargaining Team table, as a part time representative.
TO VOTE BY PHONE:
1 Call 1-877-271-2110.
2 Listen to the easy-to-follow prompts.
3 Select the candidate of your choice and don’t forget to confirm your selection.

You can vote anytime from June 3 until 4:00 p.m. June 26, 2019

TO VOTE ONLINE:
1 Vote online at https://ona.simpyvoting.com.
2 Follow the instructions on screen.
3 Select the candidate of your choice and don’t forget to confirm your selection.

Jo-Dee Brown continued My journey with ONA has been a long and colourful one, with stops along the way, to fulfill other life’s challenges and goals.

I began as a unit representative in 1981 and have held various leadership positions and committee memberships along the way. I have been a Hospital Central Team member twice before in the early 90’s. This was a great opportunity and learning experience which gave me valuable lessons to bring forward in my union activist role. Of note, lessons learned from Dan Anderson live and in person could never match anything in a Labour Studies manual, or stories of his contributions second hand.

I feel that I have represented my membership with honesty and integrity and did not back down or give up on a challenge that I felt was rightfully owed to a member. In addition, I feel that I have given service to our provincial body in the same way. I was on the first Political Action Committee that was struck and this sparked a greater fire that has led to political activism within my community at all levels of government. I have a good relationship with my local MP Tracey Ramsey and MPP Taras Natyshak and have benefitted from their wisdom and support.

I have participated in provincial appointments to the Organizational Transformation project in 1997/98 and the subsequent Facilitation Team to support bargaining units in the transitions to forming locals in 1999. I found this level of engagement with nursing peers from other sectors as well as ONA staff to be a great benefit to learning more about the inner working of our union and the people who are a driving force behind it.

The resume form does not provide space for personal stories, but I wish to include that I have had many opportunities and challenges. I have two adult children and four grandchildren. I trained Standardbred race horses for 15 years, and raced across Ontario, Michigan and Ohio during this time, so added a few veterinary skills to my dossier also! I have continued with education and have a certificate in Faith Community Nursing and am a de Souza Nurse Associate. I have volunteered for many organizations. I have traveled to Haiti, post-earthquake and to South Africa to do medical relief and mission work. Currently my pet projects are with the United Way, Crimestoppers, The Harrow Fair Board, Windsor District Labour Council and my church. I live on a ten acre farm in rural Essex County with four horses, many ducks, chickens, geese, rabbits, pheasants, cats and dogs…oh and my husband!

I ask again that you review my resume, see the details and witness the commitment.

Thank you.

PART-TIME

Cindy Silverthorn
LOCAL 36
TILLSONBURG DISTRICT MEMORIAL HOSPITAL
1-877-839-6245, ext. 7774
local036tdmh@kwic.com

Joanne Wilkinson
LOCAL 100
LONDON HEALTH SCIENCES CENTRE
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2cooljoe@gmail.com

Vote online or by phone!