

## **Nursing Homes Provincial Negotiating Team**

**Name: Amanda Locking**

**Nominee For: Region 1 Full-Time Representative**

My goal is to convey my experience(s) and insight to complement the Nursing Home Negotiating team to ensure that we are diverse and represent all areas of Nursing and Healthcare related roles.

To highlight, I am an RPN and I am a very proud member of ONA. I hope to implement my knowledge, determination, and group leadership skills to reach a common goal within the bargaining team. It is important that all members are represented at the table. When discussing that I was going to run for this position with my membership and with the RN members at the home, they were supportive and said that it is about time the RPN's were represented. That being said, I do not need to use this article to relay the current climate of healthcare or the lack of RPN staffing and the burnout RNs are feeling from filling our roles on the floors. This was highlighted at the fishbowl activity (group conversation that allowed members who sat in the middle of the group to take turns speaking while holding the microphone) at the 2025 PLM and many discussions prior. I was approached by a few RPNs that were grateful that I had been the voice they needed to hear, I had stood up saying their frustrations, their feelings, their wants and needs. It is always refreshing to know that you are not alone and to feel you are being rightfully represented by fellow nurses/ONA members. My goal is all our goals. It is time we showed up for one another.

I have always encouraged my members to speak up and advocate for themselves, as we all know that if it "isn't charted, it didn't happen". It can be daunting putting yourself out there and expressing what changes or improvements you would like to see occur. I am not scared to be the voice for those that do not want to be the face of these negotiations. But I would like to ensure we are listening, and we can formulate an all-encompassing plan to negotiate fair wages (bridge the large gap between RPNs and RNs as the PSWs/Healthcare Aides are closing the gap between themselves and RPNs), vacations, mental health care/benefits, and streamline some aspects of current contract language.

I will use my current knowledge of negotiations to assist with the success of our negotiating team. I look forward to being part of a dynamic team that respects all ideas and goals. As we are one, we are trying to reach the same destination. I am what they might call "green" in my current ONA role as a BUP, and I have participated in three negotiations since being an ONA member. My membership is small, yet mighty. All voices matter and I intend on listening from the ground up. I look forward to gaining more knowledge and attending further education to sharpen

my skills to better assist our members and the negotiating team. As it is my belief that we all start somewhere and with enough strength, determination, passion, and openness we can accomplish anything that needs to be done.

As an elected member of the Nursing Home Bargaining Team, I will use everything I currently possess in my toolbox, what I learn along the way and will always listen to our ONA members as we wouldn't be negotiating if it wasn't for this valuable, diverse group of Healthcare Professionals.

Thank you for your time and consideration.

**Amanda Locking**

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**Signature of Nominee**