

## **Nursing Homes Provincial Negotiating Team**

**Name: Ashley Dombroskie**

**Nominee For: Region 2 Full-Time Representative**

Hi ONA family! My name is Ashley. I have been an RPN in long term care since I started my nursing career 12 years ago. Despite working in other health care sectors, my passion has always been long term care. Over the 12 years I have been a nurse I have witnessed multiple changes within the long-term care sector. While change is inevitable and can also be beneficial, it must also be fair. The staff members in long term care settings have had to quickly adjust to the infection control policies and procedures stemming from the covid-19 pandemic. Health care workers in long term care face risk on a daily basis nursing and caring for the most vulnerable population in our communities often going unrecognized by our provincial leaders. These extreme conditions have caused tremendous burnout resulting in the loss of many health care professionals, with several yet considering alternate careers. Staffing in healthcare, especially within the long-term care setting is at an all-time low. This crisis could be managed if we act now. I feel that over the years the RPN members within ONA have been significantly underrepresented. It is my goal to obtain fairer wages for the RPNs of ONA and substantially lessen the gap between long term care and other sectors. I also aim to fight for enhanced benefits for all members. My hope is that in doing such will create a more valued and equitable work environment and encourage work life balance all while re-establishing therapeutic and respectful working relationships by recognizing and appreciating dedicated staff for their efforts. It is my belief that with an increase in wages and benefits, and a better work life balance, long term care homes will improve staffing retention and minimize or eliminate the reliance of nursing agencies.

Thank you for your consideration in allowing me to represent Region 2 on the nursing homes provincial negotiating team!

**Ashley Dombroskie**

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**Signature of Nominee**