

## Résumé

### Nursing Homes Provincial Negotiating Team

**IMPORTANT: Please type all information.**

☒ Full-time Candidate / ☐ Part-time Candidate (**select one**)

Last Name: Aguiar First Name: Irene

Local #: 8 Region #: 5 Bargaining Unit: Iler Lodge(Extendicare)

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

- 1 year in hospital working on oncology
- LTC for 30 years in September at Iler Lodge
- Extensive experience with dementia residents and their needs and working on a locked unit and potentially violent situations that occur
- Experience as the "Skin Lead" which included the submission of the Skin Assessment on RAI
- Nominated for and awarded the Ontario LTC Association Quality and Initiative Award for Skin

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

Prior to joining ONA in 2026, I sat on ever negotiations with the employer achieving successful outcomes for the nurses at our home.

Since joining ONA, I have continued to be part of the negotiations team and held ratification meetings.

Have attended the sector meetings for central collective agreement presentations and in turn have presented the contract to members when not requiring ratification vote.

Had the privilege of serving on the 2024 Nursing Home's Central Negotiating Team which successfully secured a significant 11.5 % wage increase compounded to 12% raise for our members.

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

As a BUP at a smaller home, I am all the roles including grievance officer, H&S caucus, HR&E, PRC Rep.

I attend the Labour management meetings.

Frequently I have attended ACCs, PCMs, PLMs, HR&E caucus, and H&S caucus.

As host region for a PCM, I worked hand and hand with the design team.

I have participated in biennials and presented constitutional proposals to my members prior.

I have had the pleasure of attending CFNU which gave me opportunities to meet and network with colleagues across the province.

**Participation in ONA Education Workshops:**

- Negotiations Prep, Election Process Workshop
- CNO standards and Accountabilities
- CNO Quality Assurance Learning Plans
- Harassment, Mobbing Bullying Workshop
- Professional responsibility Workload Reporting Process
- Local Executive Training, The importance of the MIRE, Entitlement and Digital Engagement
- How to be a great ONA unit rep workshop
- Leap workshop
- Leadership Summit 2022-present
- Contract interpretation

Additionally, ONA Local 8 did several Education sessions where we received not only ONA education, we also received workshops from Canadian Mental Health Association on Management/Worker conflict resolution and speakers on community services and access.

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

Having experienced non-union and union labour relations. I have an appreciation of the role of Collective Bargaining and the need to be unionized.

As BUP and all my other roles, I experience labour relations situations daily that I have learned from.

Working alongside the LRO, I am continually enhancing my knowledge in labour relations including contract interpretation.

Attending ACCs and PCMs allows me to understand the challenges that are experienced in my fellow unionists' homes and many ways ONA applies the contract and the LTC Act.

As part of our Local Executive meetings. I am able to network with the other BUPs and learn what issues may be on the horizon as we tend to have the same issues floating around. This allows me to be proactive and speak with my LRO to be a step ahead.