



Hospital Provincial Negotiating Team Candidate Article

Name: Cheryl De Lugt

Nominee For: Region 4 Full-Time Representative

Hospital Provincial Negotiating Team Nomination – Cheryl De Lugt

My name is Cheryl De Lugt, and I am a full-time nurse at Trillium Health Partners (THP), Local 034. I am pleased to submit my nomination for the Hospital Provincial Negotiating Team. I bring over 35 years of frontline experience in Emergency and Critical Care nursing, along with a strong record of leadership, advocacy, and commitment to improving working conditions for nurses.

Throughout my career, I have developed a deep understanding of the realities facing frontline healthcare staff, including staffing challenges, patient care demands, and the supports required to sustain a resilient workforce. These experiences have reinforced my commitment to ensuring nurses' voices are meaningfully represented in decision-making and negotiations.

For more than 13 years, I have been actively advocating for fair compensation and meaningful benefits for nurses. As Co-Chair of the Registered Nursing Advisory Committee (RNAC) at Trillium Health Partners, I have successfully worked with senior leadership to secure tangible improvements, including a 15-week disability top-up to 84% following short-term disability and enhanced preventative health supports. These gains have directly improved nurses' financial security and overall wellbeing.

My experience extends to collective bargaining, having served on the most recent local negotiating team through a full round of hospital bargaining unit negotiations. This role strengthened my understanding of the complexities of negotiations and the importance of balancing member priorities with organizational realities while maintaining a strong focus on fairness.

I currently serve as Vice President of Joint Health and Safety and Site Lead for Credit Valley at Trillium Health Partners (since October 2024). In these roles, I advocate for workplace safety, facilitate collaboration among stakeholders, and represent staff at both individual and system levels. I am recognized for my ability to listen, build consensus, and effectively represent diverse perspectives.

Beyond my workplace, I collaborated with Dr. Leigh Chapman, Chief Nursing Officer of Canada, to develop a national nursing recruitment and retention toolkit, translating frontline insights into practical strategies now used across the country.

I am committed to ongoing professional development and have completed multiple ONA educational workshops in bargaining leadership, occupational health and safety,

and return-to-work processes. These experiences have strengthened my ability to navigate complex labour relations issues and support colleagues effectively.

In addition to my healthcare leadership, I have run in two municipal elections as a school board trustee candidate, further strengthening my ability to engage diverse stakeholders, communicate clearly, and advocate with integrity.

In summary, I offer extensive clinical experience, proven negotiation skills, and a strong commitment to advocacy. I am prepared to dedicate the time and effort required to represent nurses effectively and to contribute meaningfully to the Hospital Provincial Negotiating Team.

Cheryl De Lugt

Signature of Nominee