



Hospital Provincial Negotiating Team Résumé

IMPORTANT: Please type all information.

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

Last Name: DeLugt First Name: Cheryl

Local #: 34 Region #: 4 Bargaining Unit: Trillium Health Partners

Nursing/Health-Care Professional Work Experience:

I have been a Registered Nurse for 35 years in a variety of difference Hospitals

Negotiating Experience (ONA and Other):

Trillium Health Partners Local 034

- 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.

Additional ONA experience at the Bargaining Unit or provincial level:

- I am a member of the Negotiating Team at Trillium Health Partners- Local 034 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 am the 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.
- 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 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.

Participation in ONA education and/or workshops:

- 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.

Additional preparation and/or experience in labour relations:

- While I am continuing to develop my experience in labour relations, I am an eager and fast learner who is committed to gaining the skills required to excel in this area. I proactively seeking opportunities to expand skills and gain hands-on experience in labour relations.

Please see attached Resume

Cheryl De Lugt RN

ENC(c) BSCN

Personal Philosophy

An energetic and keen individual who possesses a great interest in providing excellence in innovation, research and education to improve and deliver better patient outcomes with a strong desire in broadening my nursing specialty as a Member of the Hospital Provincial Negotiating Team Ontario Nursing Association.

Education

- **1984-1988- Ontario Secondary School Graduation**
Ajax High School, Ajax Ontario
- **1988-1991 Centennial College, Scarborough, Ontario**
Registered Nurse Diploma
- **Jan 2000 – April 2006-British Columbia Institute of Technology- B.Sc.N with Specialty in Emergency Nursing**
- **Jan 2020-August 2021- Durham College Critical Care Certificate**
- ACLS (Advanced Cardiac Life Support) Re-certified March 2025
- Advanced Cardiac Care Nursing- Mohawk College- January 2008.
- Aero-medical Certificate Sept 1993
- AWHONN Fetal Heart Monitoring Principles and Practices Certificate-October 2002.

- Breast Feeding One- Mohawk College- October 2002
- CEN (Certified Emergency Nurse Exam) Re-certified 2015
- Code White Certification- Emergency Department
- Critical Care Certificate Centennial College- Dec 1992
- EMCCEP-East Metro Critical Care Education Program Sept 1992
- ENPC (Emergency Nursing Pediatric Course) Sept 1996 Re-certified September 2007 and April 2012
- IBFAN- North America Lactation Management Course- Nov 2002.
- International Trauma Life Support Course (ITLS)- January 2012
- Mentoring and Coaching for Results Workshop- October 2011
- NRP(Neonatal Resuscitation Certificate) January 2014
- Ontario Hospital Association-RNAO Designing and Delivering Effective Education Programs- October 2008
- PALS (Pediatric Advanced Life Support) May 2025
- Perinatal Nursing Certificate High Risk Obstetrics- Mohawk College March 2003.
- Post Anaesthesia Nursing Certificate- Fanshawe College August 2024
- TNCC (Trauma Nursing Core Curriculum) June 2025
- Wound Care Level One and Two- Credit Valley Hospital

Experience

October 2024- Present

**Vice President Joint Health and Safety/ Site Lead Local
034- Trillium Health Partners**

**October 2024- Present- Member of Negotiating Team Local
034- Trillium Health Partners.**

October 2023- December 2024- Re-hired Sept 2025

Clinical Scholar Coach- Trillium Health Partners

Duties: Provide novice nurses, including new nursing graduates, Temporary Class Nurses, IENs, and nurses new to specialized areas, with bedside clinical support; provide support using clinical teaching following Adult Learning Principles; Ground all clinical teaching to THP's policies & procedures, protocols & guidelines; Facilitate the documentation of clinical skills, procedures and patient care in the EPIC, Computer Documentation System; Lead overall design, delivery, coordination and evaluation of the Clinical Scholar Program; Facilitate integration of novice nurses at the organizational and unit level, serving as a liaison between unit/program leadership and Professional Practice; Create, adapt and deliver clinical teaching, education, drawing on innovations and best practices in clinical learning; Actively mentor novice nurses, coaching through new experiences and supporting their professional career growth. Promote wellness and team well-being through approaches such as the development of peer-to-peer networks.

September 2021-December 2021

**Clinical Instructor for Nipissing University Nursing
Program.**

Duties: Clinical Instructor for the RPN bridge in RN program on 1E Credit Valley Hospital. Overseen five nursing students in the clinical setting clinical.

January 2020- Present**Registered Nurse- Critical Care Unit** Credit Valley Hospital

Duties: Caring for the most critical ill patients in a Level 3 medical/surgical ICU setting. Patient monitoring, advanced physical assessment skills, vasoactive inotrope medication titration, member of the Code Blue Team, defibrillation certified, 12 lead ECG and arrhythmia interpretation, invasive pressure monitoring, CRRT (Continuous Renal Replacement Therapy) and management of ventilators. Member of the interprofessional team for rounding on patients. Initiation of IV's, administration of medication, interpreting ABG and laboratory results.

September 2014- Present**Registered Nurse at Oral & Maxillofacial Surgeon Office-** Dr. Glenn Morawetz, Oakville

Duties: Initiation of IV's, administration of medication, member of the operative team delivering preoperative care, assisting with airway management during the induction of anesthetic and post anesthetic care and recovery of the patient. Providing post-operative health teaching instructions to families and assist with sterilization of dental equipment.

May 2011- January 2014**Clinical Resource Nurse Emergency Department-** Credit Valley Hospital Mississauga.

Duties: Identifying areas of educational needs and works collaborative with the Patient Care Manager and Clinical Educator to develop strategies to address those needs. Committed to continuing professional development and employed evidenced based practice to steer initiatives in the ED (Emergency Department). Mentors nursing staff and models professional behaviour and best practice. Works collectively with the Clinical Educator to develop "Clinical Updates", biannual "Nursing Updates" biannual Triage theory certification and ED theory orientation for all new hires to the department. Facilitates the implementation of new or revised policies/procedures that relate to and contributes to an environment that encourages continuous learning, application of knowledge, critical thinking and application of research. Collaborates in the identification of staff readiness for additional responsibilities i.e.

preceptor for students/staff, charge duties, etc. Follows up on identified learning needs and/or clinical situations that warrant assessment of individual or collective ED nursing practice, in collaboration with the Clinical Educator and/or Patient Care Manager as appropriate. Performs value-add activities as an ED

representative on task forces or committees as directed by Clinical Educator and Patient Care Manager.

Dec 2010-Mar 2011

Paediatric Resource Nurse Emergency Department- Credit Valley Hospital Mississauga.

Duties: Working with an interprofessional team in the Emergency Room setting to collaborate with the assessment and care of the paediatric patient. Worked closely with Respiratory Therapist, Child Life Specialist and Paediatricians

May 2008- January 2009

Paediatric Nurse Educator- Credit Valley Hospital, Mississauga.

Duties: Responsible for the design, implementation and evaluation of paediatric orientation and other education programs for nursing staff of 1C Paediatrics and the ER. Resource to all clinical areas that provide paediatric patient care. Involvement in the development, implementation, and evaluation of global orientation and educational programs.

July 2007- May 2009

Registered Nurse- Credit Valley Hospital, Mississauga. Cardiopulmonary Department.

Duties: Working with the interprofessional cardiovascular team in provision of services to cardiac patients enrolled in the Heart Function Clinic, Cardiac Rehabilitation Program, and Primary Prevention Programs. Patient assessment, consultation and patient education, drug administration, IV access, blood collection and to facilitate the referral of all discharged cardiology patients across the continuum of care to appropriate outpatient cardiology clinics following discharge. Monitor and care for paediatric patients during conscious sedation for cardiac diagnostic testing.

May 1997 - July 1999- Rehired November 2000-January 2020

Registered Nurse, Credit Valley Hospital, Mississauga. Emergency Department.

Duties: Continuous assessment, care of all ages, health

teaching, emphasis on health promotion, triage, trauma care, IV, saline lock starts, administering medication, giving fluids under pressure, venipuncture, cardiac monitoring, visual acuity, defibrillate certified, administering thrombolytic medications.

June 2002- May 2006

Registered Nurse- Hamilton Health Sciences McMaster Site. Labor and Delivery Suite.

Duties: Family centered care and continuous assessment of maternal and fetal wellbeing during and after the labor and birth experience in a tertiary care setting.

October 1998 – October 2004

Registered Nurse- Sunnybrook & Women's College HSC Emergency Department.

Duties: Continuous assessment, care of all ages, health teaching, emphasis on health promotion, triage, trauma care, IV, saline lock starts, administering medication, giving fluids under pressure, venipuncture, cardiac monitoring, visual acuity, defibrillate certified, administering thrombolytic medications.

April 1996-Feb 1998-Rehired October 1999 - July 2002.

Registered Nurse- Hospital for Sick Children- Emergency Department.

Duties: Continuous assessment, care of neonates to 18 years of age, health teaching, emphasis on health promotion, trauma care and stabilization of children, IV saline lock starts, venipuncture, cardiac monitoring, accessing port-a-caths and caring for oncology patients in the Emergency room environment.

May 2003- April 2004

Lactation Consultant Candidate-Joseph Brant Memorial Hospital-

Duties: Breast Feeding Clinic- one on one consultants dealing with new mom's and babies with breast feeding challenges

August 1992 – January 2001.

Registered Nurse- Scarborough General Hospital Emergency Department.

Duties: Continuous assessment, care of all ages, health teaching, emphasis on health promotion, triage, trauma care, IV, saline lock starts, administering medication, giving fluids under pressure, venipuncture, cardiac monitoring, visual acuity, administering thrombolytic medications.

Jan 1994-Sept 1996

Registered Nurse-North York General Hospital Intensive Care Unit.

Duties: Caring for patients in ICU: treating acute MI patients, administering thrombolytic medications, caring for patients with Swans, PA catheters, arterial lines, interpreting wave forms, member of the Cardiac arrest response team, ventilator monitoring.

Jan 1994- Sept 1996

Registered Nurse- Oshawa General Hospital Cardiac Care Unit.

Duties: treating acute MI patients, administering thrombolytic medications, caring for patients with Swans, PA catheters, arterial lines, interpreting wave forms, member of the cardiac arrest response team, ventilator monitoring.

Professional memberships

- NET (Nursing Education Team) - Credit Valley Hospital. Team responsible for peer education in the Emergency Department.
- Member of the Trauma committee- Credit Valley Hospital. Nursing input with the interprofessional team regarding trauma management.
- Co-Chair and member of the IPPC (Interprofessional Practice Council) for the ED as well as the ICU.
- Committee member who assisted in implementing a formal oral rehydration program in the Emergency Department for the Paediatric population.
- Co-Chair of RNAC (Register Nurse Advisory Committee)

Priority Lead for Benefits/Compensation.

- Committee member/staff trainer for the on-line computer tracking system in the Emergency Department.
- Resource Nurse and Preceptor for new graduate nurses that were being oriented to the Emergency Room for employment- Orientated HFO staff for a six-month period at a time. Have orientated over 50 HFO in past twenty years.
- Wound Care Resource Nurse- Emergency Department
- Quality Nursing Practice Award- Professional Leadership- Credit Valley Hospital- 2007.
- Chair of School Council at the Elementary and Secondary School Levels- Halton District School Board
- Candidate for School Board Trustee Halton District School Board election 2018 and 2022.
- Volunteer as a Camp Nurse at Muskoka Woods Camp for the past twelve years. Providing family centre care to guest at camp.