



Hospital Provincial Negotiating Team Candidate Article

Name: Heather Bache

Nominee For: Region 4 Full-Time Representative

Dear Andrea Kay - Chief Electoral Officer and Members,

I am writing to formally submit my nomination for re-election to the Full-Time position for Region 4 on the ONA Hospital Provincial Negotiation Team. It has been an honour to represent our membership, and I am committed to continuing the work we have started together.

During the last bargaining cycle, our team made meaningful progress, but we also recognize that there is critical unfinished business from the last award that must remain a top priority. Our members have been clear about the issues that still need resolution—particularly:

Key Priorities:

- Securing safe and sustainable nurse-to-patient ratios that reflect the realities of our workload and protect both nurses and patient outcomes.
- Ensuring our pay reflects our worth, acknowledging the skill, responsibility, and expertise required in our roles.
- Strengthening retention, addressing workload pressures, support structures, and competitive wages needed to keep experienced nurses at the bedside.

These issues directly impact our profession, our patients, and the long-term stability of our workplaces. I am committed to ensuring these priorities remain at the forefront, and I am prepared to do what it takes to achieve our goals.

We are ONA, and we will not back down!

Contributions: Over the past term, I have contributed to our negotiations by:

- Advocating for safer working conditions and equitable treatment for all ONA members.
- Maintaining transparent communication to ensure member concerns and feedback were elevated at the bargaining table.

- Supporting research, proposal development, and data-driven strategy work to strengthen ONA’s position and push for meaningful improvements.

If Re-Elected: I will continue with my unwavering commitment to advancing progress on staffing ratios, fair compensation, and retention—issues essential to both member well-being and the long-term health of our profession.

Thank you for considering my nomination. It would be an honour to continue serving on the ONA Hospital Provincial Negotiation Team and to help achieve the improvements our members deserve.

In solidarity,

Heather Bache

Signature of Nominee

Region 4 – ONA70
Hamilton Health Science