



Hospital Provincial Negotiating Team Résumé

IMPORTANT: Please type all information.

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

Last Name: Bache First Name: Heather

Local #: 70 Region #: 4 Bargaining Unit: Hamilton Health Sciences

Nursing/Health-Care Professional Work Experience:

CLINICAL EXPERIENCE

Hamilton Health Sciences – Registered Nurse, Recovery Room (2013–Present)

- Provide high-acuity post-operative care and rapid patient assessment
- Function as charge nurse, coordinating patient flow and team support

GHA Surgical Centre – RN (Casual) (2018–2024)

- Delivered recovery care across multiple surgical specialties
- Recovery care for colonoscopy and endoscopy procedures
- Provided health teaching for various post-op care for patients and families

Hamilton Health Sciences – Emergency Department RN (1998–2013)

- Provided emergency care to trauma, cardiac, and stroke patients in high-pressure settings
- Worked as charge nurse and coordinated patient care between all areas in the department
- Resource for all staff especially when conflict resolution was needed

Emergency Medical Assistance Team (EMAT) -RN (2009–2025)

- Delivered rapid-response care during emergency deployments
- Often deployed as unit leader coordinating patient care across multiple areas
- Liaison between the communities and EMAT to ensure effective communication and leave no issues unresolved

Negotiating Experience (ONA and Other):

- Participated in multiple rounds of local and provincial collective bargaining negotiations
- Played an active role as part of the negotiation team in the most recent round of bargaining
- Lead advocacy initiatives addressing staffing shortages, safety concerns, and workload issues
- Collaborate with senior hospital leadership to influence operational and workforce decisions- Drive communication and engagement strategies to strengthen member participation and unity

Additional ONA experience at the Bargaining Unit or provincial level:

Union Representative & Executive Leadership (25+ Years)

- Supported and represented 100+ members annually through workplace issues, grievances, and advocacy
- Active member of HAC and political advocacy efforts impacting healthcare policy
- Active member of the Hospital Bargaining Action Team (HBAT), ONA Region 4
- Organized and participated in large-scale rallies, protests, and pickets
- Built a reputation as a trusted leader and advocate across memberships

Participation in ONA education and/or workshops:

- Over the 25+ years of union involvement, attended multiple classes, summits and online courses to strengthen my existing knowledge and stay informed of any changes that happen.
- Attended and completed the O4P – Organizing for Power on-line course to help engage members in advocating for themselves and recognizing organic leaders

Additional preparation and/or experience in labour relations:

Senior Registered Nurse and union leader with 25+ years of experience in acute care and labour advocacy. Vice President (ONA70) at Hamilton General Site and representing nurses within a 3,500-member bargaining unit across Hamilton Health Sciences. Proven leader in collective bargaining, grievance resolution, and workforce advocacy. Recognized for influencing workplace improvements, strengthening member engagement, and advancing safe patient care standards.