



Hospital Provincial Negotiating Team Candidate Article

Name: Jasen Richards

Nominee For: Region 5 Full-Time Representative

The experience of central bargaining has been one of the most challenging and rewarding of my career. Advocating for, and listening to, the concerns of our Region 5 members—while going toe-to-toe with the Ontario Hospital Association—was both empowering and deeply meaningful. Representing the voices and stories of Region 5 has truly been an honour.

This past round of bargaining, along with my involvement in demand-setting meetings and political mobilization, further strengthened my commitment to ensuring our members are treated with dignity and respect.

I remain fully committed to the negotiation process. This work extends far beyond a few weeks of bargaining, mediation, or arbitration—it requires months of preparation within a highly dedicated team. I immersed myself in that process by engaging directly with members, reviewing concerns, contributing to the development of the membership survey, analyzing results, and presenting key findings at demand-setting meetings within the broader negotiation team.

Since 2016, I have served on the Joint Health and Safety Committee, advocating for critical safety measures throughout the COVID-19 pandemic and in response to increasing workplace violence in our hospitals. Through this work—and through personal experience—I have seen firsthand how the collective agreement directly impacts members' lives, from sick benefits to human rights and equity protections.

I believe I would be a dedicated and passionate bargaining representative for Region 5. I bring experience at both the local and provincial levels through my involvement in union initiatives, including past rounds of negotiations, human rights and equity work, return-to-work matters, and participation on the provincial risk committee.

I strongly believe nurses deserve to be treated with respect and dignity. This includes securing a fair contract that protects members who put themselves on the line every day in an increasingly strained healthcare system. For too long, nurses have given their all while receiving limited recognition in compensation, benefits, and working conditions—something made especially clear at the bargaining table.

I bring a leadership style that is assertive, collaborative, and grounded in experience across multiple hospital environments. I listen, I advocate, and I follow through. I understand that strong agreements don't happen by chance—they are built through preparation, unity, and a willingness to stand firm.

I am committed to representing Region 5 with integrity, strength, and determination. I am ready to continue this work, and I ask for your support to serve as your representative in the next round of ONA central bargaining.

Jasen Richards

Signature of Nominee