



## **Hospital Provincial Negotiating Team Candidate Article**

**Name: Jo-Dee Brown**

**Nominee For: Region 5 Part-Time Representative**

I must start out here by saying “Don’t you just hate it when you have started a project or a good book and you do not get to finish it or are left hanging waiting for the ending”? Or even worse “Ground Hog Day Syndrome”?

I personally dislike this happening and I feel that this is where we are at with negotiations, with the Ontario Hospital Association.

Having been on the teams that have gone before Mr. John Stout, Mr Eli Gedalof, Mr Bill Kaplan and Ms.Sheri Price, it certainly makes you want to bang your head.

We have made it abundantly clear in the past few years that bargaining is not just about the mighty dollar. It is not just the vacation and shift premiums to name a few items that could be considered. The emphasis could not be made any more apparent than the messages we have given that safe, staffing ratios and patient care ratios MUST be addressed in a meaningful way. Protecting our work and bargaining for strategies to stop the erosion of our scope of practice, as other workers gain strength to help them dig away at our work, this must be addressed again and revisited until they get it right.

Look at our sisters and brothers in New York and currently Michigan, safe staffing ratios are at the top of their lists. In addition, they have echoed the other priority items that we have taken forward also. They have taken to the streets, as they can legally strike for their rights, in both states.

Here in Ontario, our hands remain tied with antiquated legislations ..the Hospital Labour Disputes Arbitration Act (HLDA) enacted in 1990...over 35 years ago!

The membership who participated in the surveying on strategies recently endorsed going forward with support, that ONA investigate a challenge to this legislation. We have got to be a voice that puts meaning into our demands.

I started my words to you when we had the last round of elections with a quote from Barack Obama, I will repeat it here.

**“Change will not come if we wait for some other person or some other time. We are the ones we’ve been waiting for. We are the change that we seek.”**

I was excited for the last round, as ONA began a change in philosophies that opened the door for open participation in the bargaining process. Innovative and ground breaking...and exciting!

It was all of that and more...the town hall zooms and discussions open to all hospital members opened opportunities to actively engage in the process. A success story for ONA.

It all goes back to the basics though...the "HAVE a SAY" questionnaire/survey.

The document that keeps us grounded and focused on the membership during the negotiation process. I have said it before and will say it again. This is your opportunity to have a voice and I can attest to the fact that you have been heard, I can guarantee to you that you will be heard again this time. Every response submitted is read, the team members each take a portion of the survey and summarize your thoughts, your agonies, your positives and all other experiences combined.

The top ten priorities formulate our main working document, with the phrase "where does this sit on our pyramid?", becomes our mantra. Why a pyramid?.. you may ask...well the top ten priorities are listed and number one is at the top..the peak of the pyramid, and then as we work our way down to number ten we widen our view to form the base of our planning.

Back to Mr Obama and CHANGE.

As a team, there is support from the membership to move forward in bold new ways and I will say, as the previous team will all attest..we tried damn hard to effect changes, we took bold steps forward, we spoke with conviction to all of the bargaining priorities, we pledged to each other a commitment to the members and to ourselves, only to be met with disappointment with the Ontario Hospital Association's absolute disregard for these proposals and denial of the issues that we face every day in the workplace.

In summary, I have worked in large and small hospitals, Windsor is modest in size compared to the GTA and although I work in the city, I reside in a rural area, on a ten acre farm. I raise ducks, chickens, geese, doves and rabbits, along with three horses. When I need medical attention, my MRP is in my small town and I go to the rural hospital nearby. So I am quite aware of issues that impact many of our service areas. I volunteer in my community for several organizations, mainly Crimestoppers, the United Way and I am president of the homecraft directors for the Harrow Fair board.

I see my long period of service, commitment and dedication to the organization slowly coming to an end...I thought with the last round, I would wrap it up, BUT I was still kicking after the insults we received in the last round and am not ready to give up. Help me conclude my devotion to you, as members, the leadership of ONA, and my previous team members one last time.

I would be honoured to represent Region 5 Part Time Hospital members in the next round of provincial negotiations.

Respectfully submitted,

Jo-Dee Brown (seeking re-election)

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**Signature of Nominee**