



Hospital Provincial Negotiating Team Candidate Article

Name: Kaitlyn (Kat) Anastasiou

Nominee For: Region 2 Full-Time Representative

I am seeking election to the Hospital Provincial Negotiating Team with a clear purpose: to strengthen our collective agreement language in ways that meaningfully protect both patients and health-care professionals.

As nurses and health-care professionals, we are highly educated, skilled, and accountable for patient safety in increasingly complex and strained environments. Every shift, we navigate high acuity, staffing shortages, and growing system pressures. Despite this, we remain the constant in ensuring safe, competent care. Our collective agreements must better reflect that reality.

My primary objective is to support the development of clear, enforceable, and ideally freely bargained language that prioritizes safe workplaces, appropriate staffing, and the protection of bargaining unit work. These are essential conditions for safe patient care and workplaces free of violence.

Safe staffing must be a central focus. Language must move beyond general commitments and temporizing platitudes. We need to move towards provisions that are specific, measurable, and enforceable. Staffing ratios and workload protections are critical to ensuring nurses and health-care professionals can provide safe, high-quality care without compromising their professional standards or well-being.

The existing Professional Responsibility Workload (PRW) process is an important tool for identifying unsafe workloads. However, its effectiveness is often limited by delays, inconsistent application, and a lack of accountability in addressing identified issues.

PRW mechanisms must be strengthened and expanded to support all health-care professionals, ensuring timely review, meaningful responses, and clear follow-up on recommendations. I would like to work towards establishing stronger requirements for employer accountability and developing enforceable processes when concerns are validated but not addressed. Strengthening the PRW process will help ensure that workload concerns are not only documented but resolved in a way that improves both staff safety and patient outcomes.

Protecting bargaining unit work is equally important. The erosion of this work undermines both our roles and the consistency of patient care. Strong language is needed to ensure work remains within the bargaining unit and is not reassigned in ways that compromise quality and accountability. My goal would be to continue to support this priority from previous years and remind the OHA that ONA is filled with

feisty members who will fight for the same rights allowed to other unions within the hospital sector.

Accountability to the rules and principles of the collective agreement must also be strengthened. When agreement language is not followed, consequences are often limited or delayed. This weakens the effectiveness of our agreements and places additional burden on members. I will advocate for language that includes clear, timely, and meaningful consequences when provisions are not upheld, ensuring agreements function as active tools for protection—not just documents for mixed interpretation.

My leadership experience has prepared me well for this role. As a Bargaining Unit President and Grievance Chair, I regularly represent members in grievances, investigations, and labour relations matters, working to resolve complex workplace issues while ensuring fair application of the collective agreement across multiple units and hospital sites. This experience has strengthened my skills in communication, conflict resolution, and critical analysis.

In my role as an Emergency Department Patient Care Lead, I see every day how decisions made at the bargaining table directly shape the realities of frontline care. This dual perspective—clinical and labour relations—drives me to approach negotiations with urgency, purpose, and a clear focus on both patient safety and practical implementation.

There is no health-care system without health-care workers. The people I work shoulder to shoulder with—nurses and health-care professionals navigating increasingly complex and demanding environments—are my greatest motivation. I see their commitment, their expertise, and the challenges they face, and I am driven to advocate for safer, more sustainable workplaces that truly support the care they provide.

I am committed to a collaborative, solutions-focused approach grounded in listening to members and understanding the diverse realities across our workplaces. At the same time, I am firm in my belief that we cannot compromise when it comes to the safety of ONA members or the patients we care for.

Our collective agreement must reflect the expertise, value, and professionalism of those delivering care within an increasingly strained system. As a member of the bargaining committee, I will work to ensure that the voices and needs of members across the province are not only heard but meaningfully addressed.

If I am given the chance to represent members in this round of bargaining, I will use this opportunity to strengthen our language, reinforce our value, and drive meaningful change for both members and patients—and I am ready to fight for it.

Kaitlyn (Kat) Anastasiou

Signature of Nominee