



Hospital Provincial Negotiating Team Résumé

IMPORTANT: Please type all information.

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

Last Name: Anastasiou First Name: Kaitlyn (Kat)

Local #: 31 Region #: 2 Bargaining Unit: Quinte Health

Nursing/Health-Care Professional Work Experience:

- Emergency Department Patient Care Lead – Quinte Health Care (Belleville) | 2022–Present
- Emergency Department Registered Nurse – Quinte Health Care (Belleville) | 2020–2022
- Emergency Department Registered Nurse (Casual) – Quinte Health Care (Trenton) | 2016–Present
- Emergency & Inpatient Unit Registered Nurse – Quinte Health Care (Bancroft) | 2015–2018
- Transition Pool Registered Nurse – Quinte Health Care (Belleville, Trenton, Bancroft) | 2014–2015
- Domestic Violence and Sexual Assault Response Program (DVSARP) Clinician – Quinte Health Care (Trenton) | 2016–2020
- Domestic Violence and Sexual Assault Response Program Registered Nurse – Quinte Health Care (Belleville) | 2014–Present

Clinical Experience Highlights:

- Over 10 years of acute care nursing experience across multiple hospital sites in urban and rural settings
- Extensive experience in triage, in-charge roles, and high-acuity emergency care
- Skilled in cardiac monitoring, emergency interventions, and critical patient management
- Specialized expertise in forensic nursing and trauma-informed care
- Experience coordinating interdisciplinary care and supporting patient flow in fast-paced environments

Negotiating Experience (ONA and Other):

- Current Bargaining Unit President and Grievance Chair with Quinte Health Care, actively participating in labour relations meetings (HAC) and local negotiations.
- Extensive experience representing members in grievances, disciplinary meetings, and investigations, including participation in arbitration processes when resolutions cannot be reached.
- Regularly collaborate with Human Resources and Labour Relations Officers to interpret and apply collective agreements, resolve disputes, and support fair and consistent

outcomes.

- Participated in local and provincial bargaining initiatives, including facilitating member engagement through surveys and supporting negotiation preparation and strategy as well as attending provincial demand setting meetings and proposal webinars
- Successful completion of “Negotiation Skills for Leaders” through Western University

Additional ONA experience at the Bargaining Unit or provincial level:

- Bargaining Unit President (2021–Present)
- Local Treasurer (2025–Present)
- Vice President (2021–2022)
- Grievance Chair (2021–Present)
- Return to Work Representative
- Site Representative (Trenton)
- Professional Responsibility Representative

Active member of:

- ONA Region 2 Political Action Committee
- ONA Complaint Panel (2025)

Participation in provincial and regional meetings, including leadership conferences, caucuses, and conventions.

Participation in ONA education and/or workshops:

2025

- New Treasurer Workshop (2025)
- New Executive Partnership Workshop (2025)
- Treasurers Workshop (2025)
- Health and Safety Caucus (2025)

2024

- Making it Count at Investigations and Disciplinary Meetings (2024)
- Harassment, Mobbing and Bullying (2024)
- Basic Introduction to Human Rights (2024)
- Unionism 101: The History, the Impact, the Power (2024)
- Advocacy, Proficiency and Professionalism (2024)
- Ask a Specialist: Discontinuing or Declining to Provide Care (2024)
- ONA Investigation Guide to Fatality, Critical Injury, Illness, Accident and Exposure (2024)
- The Power of the Occupational Health and Safety Act, ONA and You (2024)
- Representing Members Returning to Work with Mental Health Conditions (2024)
- Return to Work and Accommodation (2024)
- Region 2 Health and Safety Caucus (2024)
- CNO Standards and Accountabilities (2024)
- Preparing Your Team for Negotiations (2024)

2023

- Facing Professional Practice Concerns: What You Can Do (2023)
- CNO Quality Assurance Learning Plans (2023)
- LEAP: Investigations Beyond the CNO (2023)
- LEAP: CNO Complaints and Reports (2023)

- Local Executive Training: MIRE, Entitlements and Digital Engagement (2023)
- Leadership Summit – Advanced Stream (2023)

2022

- Introduction to Being an ONA Representative (2022)
- Executive Skills II: Leadership Moving Forward (2022)
- Rocking Your Role as a Bargaining Unit President (2022)

Additional preparation and/or experience in labour relations:

- Extensive hands-on experience in labour relations through leadership roles within ONA, including chairing labour-management meetings, managing grievances, and representing members through complex disciplinary and investigative processes.
- Strong working knowledge of collective agreement interpretation, workplace legislation, and return-to-work/accommodation processes.
- Experience managing conflict, facilitating resolution between staff and leadership, and advocating for safe and fair working conditions.
- Completion of leadership and conflict-focused education, including “Leading Through Conflict” (Western University, 2024), supporting advanced negotiation and conflict resolution skills.