



Hospital Provincial Negotiating Team Candidate Article

Name: Lee-Ann Lobo

Nominee For: Region 3 Full-Time Representative

I am applying to be part of the Provincial Bargaining Team because I want to move beyond observing the challenges in healthcare and take an active role in shaping change.

I bring over 20 years of experience as both a Registered Nurse and Nurse Practitioner, working across acute care, community, and mental health settings, in both unionized and non-unionized environments. This has given me a broad perspective on how workplace structures, expectations, and supports can vary; and where gaps continue to exist for nurses across roles and settings.

Recently attending the ONA Members' Assembly was a turning point for me. What stood out most was how much we share as nurses across the province. The same concerns about workload, respect, compensation, and sustainability. Prior to this, those concerns often felt isolated. Hearing directly from other nurses and ONA leadership reinforced that these are not individual challenges, but collective ones that require collective action.

I approach leadership in a practical and collaborative way. In my clinical roles, I am used to navigating complex situations, advocating for patients and colleagues, and working across disciplines to find solutions. I am comfortable having direct conversations, asking questions, and ensuring that different perspectives are considered.

In addition to my clinical work, I am an active member of the Registered Nurses' Association of Ontario (RNAO), where I have participated in political action initiatives, including engaging with local MPPs on healthcare challenges and improving access to care.

Earlier in my career, as a CUPE member, I had the opportunity to represent CUPE internationally, engaging with unionized workers in South Korea to share perspectives on workplace challenges. This experience broadened my understanding of labour advocacy and highlighted the importance of education in initiating and sustaining meaningful change across systems.

I also recognize that bargaining is not only about addressing current issues, but also about shaping the future of the profession. The decisions made today influence how nursing is valued, supported, and sustained in the years ahead.

I would bring a strong, thoughtful voice to the team. One that reflects frontline realities and a commitment to moving the profession forward.

Lee-Ann Lobo

Signature of Nominee