



Hospital Provincial Negotiating Team Résumé

IMPORTANT: Please type all information.

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

Last Name: Martin First Name: Sarah
Formerly GRH- now Waterloo
Regional Health Network
Local #: 139 Region #: 4 Bargaining Unit: Midtown/Chicopee

Nursing/Health-Care Professional Work Experience:

I have been a NICU nurse for 27 years. I have been at my current employer for 25.5 years. I was PT from September of 2000 until January 20th 2012 when I took a FT position. I currently hold a composite resource position where I am a staff nurse x 6 months and resource nurse x 6 month. I am currently on a leave with an LOU doing FT Union work as LC/BUP.

Negotiating Experience (ONA and Other):

I have been on our Local negotiation team for the last 3 rounds of Bargaining.

Additional ONA experience at the Bargaining Unit or provincial level:

In 2010 I became the unit Rep for the NICU,
2016-2018 ONA139 Health and Safety Executive Chair
2015-present Local Election committee
2019-2022 and 2024-present HAC Committee
2019-present Local Negotiation Committee
2019-2024- Local Treasurer
2021-present Grievance Committee at GRH
2022- RTW Rep
2022- Joint Accommodation Committee Rep
2022- ONA Scheduling Committee Rep
2022-2024 Grievance Chair at GRH
2024-present GRH ONA scheduling Committee

Participation in ONA education and/or workshops:

I have had the opportunity to attend the Following ONA education and workshops:

The CNO code of Conduct, Principle 2 and You March 5 2026

Health and safety: what you need to know- Oct 24 2025

Facing professional practice concerns-Oct 23 2025

WSIB-Oct 8 2025

Leadership 2025- DEI stream

ONA H&S caucus 2025

Stronger Bargaining Units: Strength through intergenerational Solidarity April 24 2025

Unionism 101 March 18 2025

New exec partnership workshop Dec 10 2024

Preparing your team for negotiations Dec 2 2024

Representing members at RTW with Mental health issues Nov 21 2024

Executive skills II Leadership moving forward Oct 29 2024

Grievance Process workshop Oct 21 2024

Rocking your role as BUP Oct 2,3 2024

Intro to technology for BUP's July 17 2024

New BUP workshop July 17 2024

Executive skills I Leading a Local June 17 2024

Resolving conflict April 15 2024

Its more than social media March 20 2024

PRW reporting Process March 20 2024

Treasurer Conference Oct 11 2023

Managing disruptive Physician behaviour Oct 4 2023

Violence: Be Savvy and Safe Oct 3 2023

Hospital Central Contract interp Oct 3 2023

Election Process July 18 2023

Outlook and teams training May 24 2023

Advocacy in action 101 May 9 2023

RTW accommodation May 3 2023

LEAP CNO Complaints and Reports March 1 2023

New Grievance Chair workshop July 12 2022

Harassment mobbing and Bullying Oct 19 2021

Facing Professional Practice concerns Oct 18 2021

PCM education Jun 16 2021

Resolving Conflict May 12 2021

PLM- Advanced engaging members with digital Communications at the local level March 30 2021

PLM_ Novice Grievance education March 30 2021

LC and Treasurer Workshop Jan 26 2021

HR&E Caucus Nov 3 2020

LEAP ½ day Investigations March 5 2020

Biennial education 2019

Modified Harassment and Bullying Oct 3 2019

Recognize and Report Violence May 7 2019

How to be a great ONA Rep May 6 2019

Half day- Its more than Social media March 6 2019

LC and Treasurer workshop Jan 24 2019

Treasurer Workshop Jan 22 2019

½ day Introduction to Human Rights Dec 5 2018

½ day RN/RPN scope of Practice Dec 5 2018

½ day Grievance Dec 4th 2018

Advance Stream Leadership September 2018

RTW accommodation Feb 26 2018

PRW Process Nov 23 2017

Election Process Sept 12 2017

Health and Safety Caucus May 18 2017

Occ health and Safety Act Apr 26 2017

JHSC committee April 26 2017

Biennial Convention education Nov 18 2016

H&S Caucus May 5 2016

Additional preparation and/or experience in labour relations:

Leadership Summit Program 2- Strategic Grievance Handling April 22 2024

Leadership Summit Grand Bend- Negotiations Strategies by Queen's University-September 2022

In my current position as BUP for WRHN Midtown/Chicopee and satellite locations I deal with our Employee Relations department weekly to ensure that our collective agreement language is being upheld and followed. As well as working through many disputes through the grievance process when I was Grievance Chair and currently in my BUP role.