



Hospital Provincial Negotiating Team Candidate Article

Name: Tina Frappier

Nominee For: Region 1 Full-Time Representative

I am Tina Frappier, current Local Coordinator and Bargaining Unit President of ONA13, representing over 1250 nurses at Health Sciences North. I have been in this role for 2 years. Prior to this, I was the Treasurer for ONA13 from 2006 to 2024, representing over two thousand members, ranging from Nurses to allied Health Partners.

I have been a proud Registered Nurse since 1997. I have worked in the hospital sector and a proud ONA member since 1998. I have worked in long term care, Acute medicine, Oncology and palliative care, the Bariatric assessment center, and the Cardiac medical unit. Most of my career has been in Cardiovascular Thoracic ICU. I have worked as a bedside nurse and as a clinical leader in this department. With my experience and skill set, I believe that I am a strong advocate for my patients as well as my colleagues.

I have a passion for advocacy when it comes to fighting for equity, justice and safety in the workplace. As Union president, it is my mission to make it felt that everyone deserves an equal opportunity, equal rights, and that you feel heard and appreciated. I strongly believe that everyone's voice has important value and should be heard.

In my role as Bargaining unit President, I led our local negotiation team towards success as we secured our last collective agreement with dignity and honor. We did not accept any concessions, and we did not back down from what we believed in. With respect and dignity, we valued the employer and our commitment to our members when it came down to fighting for what we thought were fair gains. I was proud to be an integral member of a team that understood the value added to a fair negotiation and positive outcome.

If elected to the Provincial Negotiation Team, I will strive to bring a fresh, positive, active listening, and a collaborative "we" focused approach. Negotiation teams need more than just aggressive speakers. Not only am I able to be a passionate speaker, I can also bring a strategic thinking approach to help the team produce new and innovative strategies. I can help analyze facts, data, and the needs of both parties before entering important negotiations. I am an active listener, and I strongly value the core interests of my colleagues and members. I frame my goals as collective rather than individual. I can manage tensions and build rapport with the opponents. I want to propose creative solutions that are "win-win" that will benefit the entire membership.

In closing, I ask for the opportunity to represent you, my brothers and sisters. A fresh face, a fresh start, a fresh opportunity. I am committed to a collaborative approach to building a better contract for our members. I am ready to bring experience, strategy, and a strong collective voice to the Provincial Negotiation Team. I would be honored to earn your support.

Sincerely,

Tina Frappier, RN

Signature of Nominee