



Hospital Provincial Negotiating Team Candidate Article

Name: Tracey J DeVuono

Nominee For: Region 1 Part-Time Representative

My Name is Tracey DeVuono and I have been a proud Registered Nurse for 41 years. Throughout my career I have been a leader, a mentor and an educator. At the bedside – in formal roles and most recently **I AM ONA**. In 2021 I came out of retirement to quietly do a few shifts in the local Emergency Department. It didn't take long for me to realize that the smart and brave nurses in this ED suffered abuse daily and challenges with their schedules and staffing were a only a few of the issues. They were not fully aware of their rights and their collective agreement. I could not sit Idaly by and watch. I stepped up and used my experience and voice to support my new team. In 2021 I represented the PT nurses at the local bargaining table and through persistence and facts achieved what was initially disregarded. Better timelines for the posting of schedules. Shortly after I became the grievance chair and in 2025 the LC/BUP for ONA46.

My goal since 2021 is three-fold - To **LISTEN** – Listen to their wants, their needs, their fears, lend my voice to theirs

To **Educate** nurses with knowledge of their rights in the collective agreement; ONA's statement of beliefs and constitutions and encourage them to ask questions, be curious about ONA

To **Empower** nurses by listening, educating and encouraging them to use their own voices towards change.

I learned so much from my experience on the 2025 Provincial Negotiating Team – At the time I was fairly new to my leadership role in ONA and on the steep learning curve. The opportunity to connect with Ontario Nurses on a broader level, represent them and take a deeper dive into what is important to Nurses and to the Ontario Health Care System has been life changing. Our 2025 team continue to be close knit – we continue our discussions, learn from one another and the group chats are instrumental in keeping the flame alive.

If I am successful to the 2027 team, I will use everything I have learned and continue to learn to represent Region One Nurses as well as Ontario Nurses in the fight protect and strengthen public health care in Ontario; fight for legislated nurse to patient ratios, zero tolerance policies and protections against workplace violence and the continued fight for fair and competitive compensation. Nurses are the backbone of Health Care – We are not an option!

Tracey J DeVuono

Signature of Nominee