



Hospital Provincial Negotiating Team Résumé

IMPORTANT: Please type all information.

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

Last Name: DeVuono First Name: Tracey

Local #: 46 Region #: 1 Bargaining Unit: Sault Area Hospitals

Nursing/Health-Care Professional Work Experience:

41 years of Nursing experience ranging from Bedside to Leadership roles

Negotiating Experience (ONA and Other):

ONA46 Local Negotiating Team x 3 rounds 21/23/25 – Part Time Rep / Part Time Rep / BUP

I first got involved after moving to SSM and coming back to work Part time in the local ED – There was very young staff who did not know their ONA contract or rights – I reached out to the BUP at the time and got on the negotiating team – In 2021 I brought the issue of PT staff only having 2 weeks notice of an 8 week schedule and how crazy that was for anyone let alone young families planning childcare etc – Initially this was shot down but with continued perseverance and data from other locals we brought this to the table – in 2021 we one 4 weeks prior to the 8 week schedule – in 2023 I brought this again and was again told there was no way – we were able to win 6 weeks prior to the 8 week schedule + 2 weeks prior to the 6 weeks for staff to pick up extra unfilled shifts for a total of 8 weeks prior to the start of an 8 week schedule

Part Time Rep Region 1 – Provincial Negotiating Team 2025 – This was my first experience at the provincial table and I learned so much from the experience and my colleagues at the table – I am proud to have participated and feel that this first experience lit the fire for the fight for Safe Staffing & Nurse patient ratio's –

Additional ONA experience at the Bargaining Unit or provincial level:

Became BUP/LC for ONA46 in January 2025 and have done extensive work building an online platform – member engagement – getting record numbers of members out to Vote and to GM meetings – Building a strong executive team and training up for future BUP and leadership roles

Participation in ONA education and/or workshops:

Several Grievance Chair workshops in 21-24 that I don't see captured – New BUP, Executive partnerships, Stronger Bargaining units, Exec Skills 1 - 2 is booked – Attended PLM's, PCM's, Biennials, ACC's, Political Action

Additional preparation and/or experience in labour relations:

My daily work at the BUP is labor relations – sitting with members at the table – coaching, mentoring, empowering – I spend many hours at various ONA46 tables – HAC, Grievance, Arbitrations, FAC, Regular meeting with the CNE – Building the ONA46 Exec to have strong voices of their own