



Ontario Health atHome Provincial Negotiating Team Candidate Article

Name: Alison Heisz

Nominee For: Region 5 Full-Time Representative

My name is Alison Heisz, I am a Mental Health & Addictions Nurse in Grey Bruce and I am putting my name forward for the Negotiating Team for our bargaining unit with ONA. Care Coordinators and Direct Care Nurses have carried this organization through some of the most difficult years our professions have seen. Our commitment to caring for others under increasingly difficult conditions has not been adequately compensated by OHatH.

We deserve more than appreciation, we need a contract that reflects our value, wages on par with other sectors, top tier compensation, improved benefits and working conditions.

Our members deserve greater transparency through the bargaining process, and I promise to keep members informed, involved and confident that their priorities are represented.

We are exhausted from being told to do more with less.

If elected I will bring strong, fearless advocacy to the bargaining table. My objectives are grounded in what members are consistently telling us:

- Securing equitable compensation that reflects skill, experience and cost-of-living realities.
- Improving scheduling and overtime pay.
- Better benefits, sick leave and health supports that allow members to remain healthy and working.
- Reasonable workloads, safe staffing, filling job vacancies so that members are not constantly working under staffed- because burnout should not be the norm.
- Protecting our patients rights to better health care.

My leadership style is grounded in listening first, and I bring a collaborative and solution focused approach. I am comfortable facilitating difficult conversations and identifying common ground while staying focused on building consensus and maintaining transparency.

Throughout my career, and my 6+ years with OHatH, I have been someone who speaks up, supports colleagues, and addresses problems directly and constructively. Strong negotiations require excellent preparation, strategy, communication, persistence and advocating with confidence.

I would be honoured to represent the OHatH ONA members on the Provincial Negotiating Team and respectfully ask for your support. United we are powerful- our voices matter.

Alison Heisz RN

Signature of Nominee