



Ontario Health atHome Provincial Negotiating Team

Résumé

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

Last Name: Heisz First Name: Alison

Southwest Ontario Health

Local #: 21 Region #: 5 Bargaining Unit: atHome

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Nursing/Health-Care Professional Work Experience:

I graduated in 1993 from University of Toronto with a BScN, and due to budget cuts and workforce casualization, myself and many of my graduating class had to seek work outside of Canada. The long term effects of those government cutbacks contributed to our current nursing crises and structural deficits in the health care system in this province. I worked in the United States as a Labour and Delivery Nurse and made my way back to Canada and worked for Scarborough Public Health. I was recruited to disability management for a large insurance company and eventually transitioned into account management. With a growing family, I returned to bedside nursing and returned to Labour & Delivery at Markham Stouffville Hospital. Needing a regular schedule to care for my family, I returned to Public Health at York Region. After 10 years there, I relocated to Grey Bruce to care for my dad who was terminally ill, and I stayed in this beautiful area and began my career with the LHIN(at that time)as a Mental Health & Addictions Nurse. I have been in this position for 6+ years, and I am truly grateful to be able to work with the youth and families in our community. It is staggering the lack of resources in rural areas, the complexity of needs, and the constant understaffing. I am motivated to be a part of the solution to a better OHatH, as amalgamation and workplace culture has deteriorated working conditions, and morale.

Negotiating Experience (ONA and Other):

I do not have formal bargaining table experience, but my professional career and life experiences have strengthened the skills needed to be an effective advocate and negotiator. I bring real frontline experience, strong advocacy skills and I am committed to speaking up for nurses everyday. My professional experience as a frontline nurse, in business to business sales and as a parent, has given me the skills to navigate difficult conversations, collaborate under pressure, be solution focused, actively listen, clearly communicate and remain calm in challenging situations. Negotiation happens everyday in nursing, we are constantly advocating for safe patient care, resources, staffing support, respectful workplaces and transparency. As a mental health and addictions nurse, I often have difficult conversations, work to build consensus with safety and transparency at the forefront. Working with children and their families has taught me that leadership starts with trust, empathy and communication. I have learned it is important to advocate clearly, and stay calm and grounded in difficult situations.

Additional ONA experience at the Bargaining Unit or provincial level:

I gained valuable experience and insight into union advocacy representing my community of nurses and working with health care professionals across the province at the ONA members assembly. I was able to hear directly about workplace concerns, understand bargaining priorities and the diverse experiences of health care workers across specialties. Meeting with the executive and various staff of ONA I gained a deeper understanding of how collective issues are identified, and prioritized. Participating in writing the members report helped me to develop a broader perspective and understand how individual workplace concerns can and do translate into a collective voice, through respectful discussion and consensus building.

Participation in ONA education and/or workshops:

I have not had the opportunity to participate in ONA education or workshops offered on the website due to the timing of the workshops and my work schedule. I fortunately participated in the Members assembly and had the opportunity to hear expert speakers on the healthcare landscape member work within, how Bill 124 and Bill 60 have suppressed wages and diverted public funds, how for-profit operators underinvest in care and further minority wage gaps, and how working conditions are eroding safety and care. Expert testimony from Wright and Silas gave insight into how other unions are navigating similar challenges and gave great guidance on building a solid membership foundations to support the union house. I am also participating in

the June 2026 Provincial coordinators meetings, and looking forward to knowledge I will gain and to being a key player in mobilizing members and building solidarity.

Additional preparation and/or experience in labour relation

In my work with Public Health and restructuring following the H1N1 pandemic in 2009, I was involved in multiple systematic reviews to inform programming and services. I am also certified through Excellence Canada in Process Management. Negotiating priority service models and frameworks of care and allocating of human resources to support newly developed indicators and dashboards were key to my skill development. I was a Champion for our organizations application to RNAO as a Best Practice Spotlight Organization to create evidence based practice culture in our workplace. I worked on a collaborative provincial project with Mental Health & Addiction Nurse team to define our roles and responsibilities. At OHatH, I have been working relentlessly with hospitals, doctors, crises services and community agencies to build relationships to support patients more effectively and efficiently. The work I do with youth and families requires difficult conversations, confronting hard truths and collaborating to understand what needs to be done to improve the current status and long term outcome for children and youth in our community. I have had many opportunities to further develop my skills in collaboration, communication, strategy and negotiation that would be transferrable to labour relations.