



Ontario Health atHome Provincial Negotiating Team

Résumé

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

Last Name: Dixon First Name: Charlotte
South East Ontario Health
Local #: 067 Region #: 2 Bargaining Unit: atHome
Email: Charlottemariedixon@gmail.com

Nursing/Health-Care Professional Work Experience:

I have been working at OHaH for the past four years (starting May 2022). Prior to working at OHaH, I worked for two years at an addiction treatment centre and eight years in long-term care. Throughout my 14 years of experience in healthcare, I have consistently worked within unionized environments, which has provided me with a strong understanding of collective agreements, workplace advocacy, and the importance of ensuring staff voices are represented and respected.

I hold two university degrees, including a Bachelor of Science in Health Sciences and a Bachelor of Social Work. My professional experience includes working as a Life Enrichment Programmer, Addictions Counsellor, Registered Social Worker, and currently as a Care Coordinator with Ontario Health atHome. In these roles, I have developed extensive experience supporting individuals through complex health, mental health, and addiction challenges while advocating for equitable access to care, services, and community supports. As a social worker and previously as a Care Coordinator, I regularly navigate difficult conversations, crisis situations, and multidisciplinary collaboration, all while ensuring individuals feel heard, respected, and empowered in their care. My work has strengthened my communication, conflict resolution, and leadership skills, which I believe are essential qualities for effective negotiation and advocacy work.

As a Care Coordinator with Ontario Health atHome, I work closely with patients, families, healthcare teams, and community agencies to ensure individuals receive safe, appropriate, and

coordinated care. This role requires strong critical thinking, collaboration, and advocacy skills, particularly when addressing barriers to care and supporting patients through complex healthcare systems. I understand the importance of balancing organizational expectations with compassionate, person-centered care, and I bring that same balanced and solutions-focused approach to leadership opportunities.

Negotiating Experience (ONA and Other):

I have been actively involved with ONA bargaining initiatives over the past several years as an engaged member who has voted and attended meetings. At my previous employment, I was selected to participate on the negotiation team and had a seat at the table with the employer during collective agreement discussions with CUPE. Through this experience, I gained firsthand knowledge of the bargaining process, collaborative problem-solving, and the importance of advocating firmly yet respectfully for employees. Our team was successful in achieving a wage increase of \$5–10 per hour for Addictions Counsellors, which reinforced my passion for advocacy and equitable workplace representation.

My goal as part of a negotiating team would be to ensure employees have a fair and equitable opportunity to be heard, while advocating for respectful working conditions, professional recognition, and meaningful support for frontline healthcare workers. I believe my combined experience in social work, addictions counselling, care coordination, and unionized healthcare environments has prepared me to be a strong, compassionate, and effective advocate for our members.

Additional ONA experience at the Bargaining Unit or provincial level:

I have not yet been part of ONA Bargaining Unit itself, however I look forward to having the opportunity to further my skills and become part of it. With 19 years of working in unionized environments, I am well adverse on how collective agreements work and are structured.

Participation in ONA education and/or workshops:

I follow ONA on social media, keep up to date with their emails and try to attend all meetings as possible. I understand being informed about the issues our union faces and trying to challenge requires our direct support to make a difference.

Additional preparation and/or experience in labour relations:

As mentioned above, my employment has only been with unionized workplaces. I am well adverse with collective agreements, how they work and the importance they have.

I am also self-employed and help run my partner's carpentry business. He was interested in becoming part of the Carpentry Union in December 2025. I had supported him with this decision and advised him of the significant commitment and responsibility an employer has within the union. To date, we have been successfully unionized in our self-employment business for the past 6 months.