



Ontario Health atHome Provincial Negotiating Team Candidate Article

Name: Chelsea Phillips

Nominee For: Region 5 Full-Time Representative

Why I am Running

I have been a Care Coordinator at Ontario Health atHome in Erie St Clair since 2016. I have served as a Site Representative for 4 years and sat at the bargaining table in 2024. In addition, I have received 2 weeks of specialized training specific to negotiating collective agreements with programs offered by ONA.

I am running for the Provincial Negotiations Team because I am already a very vocal advocate for the rights of my colleagues and patients. I am already active in the union as a site rep, passionate about supporting my peers and colleagues. I attend political action events where I practice solidarity across our fellow union organizations. I have the experience that is needed to remember the history with our employer, and I have spent time learning about what happened before. I know where we have come from, and I know where we deserve to be.

A Gold Standard Contract

We have multiple existing agreements across the province. The objective of our negotiations team must be to cherry-pick the best of the best from those agreements and merge them into one first contract full of superior language. No concessions. There is no reason to accept less.

I demand provincial parity. If a wage, benefit, condition, or position is secured for members in one area, it is achievable for members in all areas. Period.

The Issues Members Care About

No loss of money. Wage parity with our hospital colleagues. Wage increases that keep up with inflation and the cost of living. No loss of previously negotiated benefits or superior conditions. A fair solution to the 7.5 versus 7 hour day that does not

punish anyone. And last but certainly not least, the wage gap across the province is completely unacceptable.

These are not requests. These are demands. The membership is fed up and tensions are high for a reason. I will not pretend otherwise.

What I Bring

An employer who refuses to meaningfully engage is counting on us to get tired and settle for less. I will name bad faith bargaining when I see it and demand accountability.

I am a colleague and I am in the trenches with all of you - across Erie St. Clair, across Region 5, and across Ontario. I feel the same frustrations you do. I have already spent hours reviewing, contrasting, and comparing every region's Collective Agreement across all unions. I was part of the PSLRTA campaign team and spoke directly to members across many areas. I have already compiled some of the gold standards, superior conditions, and benefits we see in each region. And I am ready and willing to hear more from members about what is important to you so that I can fight even harder for what YOU want.

How I Will Lead

Preparation. I have already started. I commit to continuing to build on the research I have done as well as hearing what the members across Region 5 say is most important. I have done research on PSLRTA merges in other sectors and the outcomes of those merges. I am using this knowledge to anticipate employer proposals and responses so that I can be prepared to fight for our rights and what we deserve.

Communication. Historically, bargaining has been closed. Being the first year of open bargaining, I am excited that the membership can be included. Now we will be able to keep you informed and can update our demands in real time based on feedback directly from the people who matter the most: us, the members.

Courage. The employer has bargained in bad faith before. I will not be polite in the face of it. I will speak up, call it out, document it, and use every tool ONA has to hold them accountable. I will not back down.

My Ask

I have done the research. I have sat at the table. I have seen the bad faith. I have compiled the gold standards. I am ready to fight for every single member across Region 5 and across Ontario.

I am prepared, but I cannot do it alone. I need your vote.

Vote for me if you want a negotiator who knows first-hand the challenges we face every day, who is deep in the trenches, who will speak up and not back down, and who is diligent in ensuring that every word of our contract is concise and cannot be left to interpretation.

Vote for me because I am ready to fight for YOU.

Chelsea Phillips

Signature of Nominee