



Ontario Health atHome Provincial Negotiating Team Candidate Article

Name: Jill Hartzog

Nominee For: Region 3 Full-Time Representative

My name is Jill Hartzog, RN. I have been a Registered Nurse since 1991 and have proudly provided care in the home and community setting with Central Ontario Health at Home since 2003. I am currently the Vice President of our ONA Local and have served as the Return-to-Work Representative for the past three years. I am honoured to put my name forward for the Provincial Negotiating Team for our first provincial collective agreement.

Throughout my career I have seen firsthand the challenges facing home and community care nurses and health care professionals: heavy workloads, extensive travel demands, inadequate compensation for time and mileage, staffing shortages, and the emotional and physical toll of providing complex care in clients' homes with limited support. These issues impact not only our members but the quality and continuity of care our clients receive.

While I have not yet served at the provincial bargaining table, I am deeply committed to continuous learning and dedicated to supporting ONA members. My current role as Vice President and three years as Return-to-Work Representative have given me hands-on experience advocating for members and navigating complex workplace issues. These experiences, combined with my commitment to ongoing professional development through Ontario Health at Home and ONA education, have equipped me with practical skills in member representation, accommodation, and leadership that I will bring to the provincial negotiating team.

I also serve on the Ontario Health atHome Ethics Committee, giving me insight into the broader systemic and ethical issues affecting our sector. Earlier in my career I held management and quality improvement roles in both hospital and home care settings. This background taught me how to lead teams, develop education programs, implement quality initiatives, and ensure high standards of care. I now bring that knowledge and experience to the union side-always fighting for the front-line voice.

If elected to the Provincial Negotiating Team, I will work collaboratively with the full team and ONA staff to achieve a strong first provincial agreement that delivers:

- Fair and equitable wages that reflect our specialized skills and the rising cost of living

- Improved staffing models and workload protections
- Proper compensation for travel time and expenses
- Stronger language around professional respect, mental health supports, and safe working conditions
- Meaningful protections for all health care professionals in the Ontario Health atHome structure

I am deeply committed to a member-driven bargaining process. I will bring energy, integrity, and a strong front-line perspective to the table. Together, we can build a collective agreement that values the dedicated professionals who deliver care where Ontarians need it most -in their homes.

Thank you for considering my candidacy. I would be honoured to represent you on the 2026 Ontario Health at Home Provincial Negotiating Team.

Jill Hartzog, RN Vice President, ONA Local - Central Ontario Health at Home

Signature of Nominee