



Ontario Health atHome Provincial Negotiating Team Candidate Article

Name: Katharine (Kathy) Fruck

Nominee For: Region 4 Full-Time Representative

Are you always working through your lunch or opening that laptop Saturday morning, getting home late and feeling beat tired after dealing with a dozen competing priorities? You must be an OHAH professional; over worked and stretched thin with constant changes and an employer who disregards our expertise by making us ask managers who don't know our clients if we can give services. After 20 years of working for CCAC, LHIN, HCCSS and now OHAH; there is not much I have not seen in my career as a Care Coordinator. This contract has to represent our various professionals who each have their own unique issues. The Nurse Practitioners and Rapid response nurses, Placement Coordinators, MHAN nurses and other committed professionals will want to have a say as well we need to be heard as Allied professionals OT's, PT's, RD's and SW's as we all bring our professional background to the tough job at OHAH.

We need to fix a lot of inequities and unfair practices and we need to correct things fast. Do you have a seven-hour day when Ontario workers get a seven point five? Do you still have dental benefits paying 2023 premiums and you owe money every time you get your teeth cleaned? Have you been denied vacation entitlement and told is operational although the employer works you short two thirds of the time making you cover multiple uncovered caseloads and then deny your vacation?

I can genuinely say I am excited for this contract. We know with every OHAH professional in Ontario now under ONA we can iron out all these inequities. I heard all your issues during the PLSERTA campaign and I filled in my Have a say survey. I believe I am genuine and well-liked. I have leadership abilities and am able to work tirelessly to get a great first contract. You all know me as an ONA rep but lately I have had the chance to join political action and learn how ONA really fights for health professionals. I may not be the most educated in Labour relations but I make up for it in passion and like-ability and I am ready to fight for OHAH professionals and get us the best first contract ever.

I have filed PRCs for teams at SJH, Community of Hamilton and short stay and these were instrumental in getting us better staffing. I have been a site rep for four years. I was on the PLSERTA as a booked off member and called so many of you giving you my genuine belief that ONA a healthcare union can get us a good first contract. I wrote notes when you all told me your issues. Some were denied vacations, some are

working with too high of caseloads, some complained the benefit for orthodontics is only for children. Many worried would our salaries go up or down? I am one of the top paid CC's now with all my experience I can see each professional job deserves wage parity and cost of living increases. The expectations on us are greater than ever and the work is relentless and ever increasing. Whether you're a professional doing home visits, a CC doing capacity assessments, our ever challenged Placement Coordinator's trying to find a placement for a senior. Ever changing rules and Bill Seven means we script and talk and empathize with each family and look for any opportunity to get people the services they need and the care they deserve. In my opinion I do my professional job well so I can add experience to a negotiating team.

We fight for our clients; we battle managers asking for extenuating circumstances. We have restrictive polices such as asking a manager if both OT and PT is needed for complex clients. OHAH professionals advocate for services and do comprehensive assessments and care plans. Ultimately it's us that are held accountable when the client outcome is not good. I have the experience and I use critical thinking, integrity and genuine professionalism to get my clients what they need. After 33 years as an RN, member of ONA and now a leader I want to be on the Provincial negotiating team. I know I can work well within a team and get all OHAH professionals what they deserve.

Kathy Fruck

Signature of Nominee