



Ontario Health atHome Provincial Negotiating Team Candidate Article

Name: Nancy Downard

Nominee For: Region 5 Full-Time Representative

I am putting my name forward to serve on the Ontario Nurses' Association OH@H Negotiating Committee because I believe our strength comes from the voices of frontline healthcare professionals being heard clearly and unapologetically at the bargaining table.

Working at OH@H, I see every day how staffing shortages, increasing workload, and system pressures are impacting both patient care and the well-being of our members. These are not abstract issues—they are lived realities. I am committed to bringing those real experiences forward and ensuring they shape our bargaining priorities.

As an active union representative, I've had the privilege of supporting members through workplace concerns, listening to their frustrations, and helping them navigate their rights under our collective agreement. What I hear consistently is that members want to feel seen, respected, and protected—and that starts with strong, enforceable language that reflects what's actually happening at our workplace.

My approach is grounded in grassroots engagement. I believe negotiation should be driven by members—not just during surveys, but through ongoing conversations, visibility, and trust-building. I am committed to connecting with members across teams and roles to make sure their priorities are front and centre, especially those voices that are often quieter or overlooked.

Key priorities I would bring forward include:

- Safe staffing and meaningful workload protections
- Retention strategies that recognize the realities driving members out of our workplace and out of our professions
- Equity across classifications, roles, and seniority
- Mental health supports and respect in the workplace

I understand that bargaining requires both solidarity and strategy. I am prepared to do the work—reviewing language, analyzing proposals, and standing firm when it matters most—while also contributing to a respectful, united negotiating team.

Most importantly, I will show up as a strong, accountable voice for members. I will listen, I will communicate openly, and I will advocate with integrity.

ONA has always been strongest when members stand together. I would be proud to be part of that work at the bargaining table.

Thank you for your consideration.

Nancy Downard

Signature of Nominee