



Ontario Health atHome Provincial Negotiating Team

Résumé

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

Last Name: Downard First Name: Nancy

Local #: 21 Region #: 5 Bargaining Unit: South West OH@H

Email: nancydownard@rogers.com

Nursing/Health-Care Professional Work Experience:

1974 – 1977 Emergency Room RN at Victoria Hospital, London

1980 – 1984 MDS labs

1984 – 1988 Med+Care Health Services

- Visiting Nurse
- Nursing Supervisor
- London Branch Manager

1989 – present OH@H (Home Care – CCAC-LHIN- HCCSS – OH@H)

- Hospital care coordinator 1989 – 1991
- Community care coordinator 1991 – 2000
- Placement care coordinator 2000 – present

Throughout my nursing career I have developed many skills including critical thinking, strong clinical judgement, adaptability, the ability to respond effectively in high pressure situations relationship building, problem-solving and adaptability

Negotiating Experience (ONA and Other):

I participated in negotiating our SW LHIN collective agreement when each individual LHIN negotiated their own contract.

As the Grievance Chair and the PRWR Chair I have developed strong negotiating skills including building rapport, active listening, and asking good questions.

Many things in my professional and personal life have been the outcome of implicit negotiation.

Additional ONA experience at the Bargaining Unit or provincial level:

Member of London OH&S committee 2010 - 2016

SW Grievance Chair since 2015

London Site Rep since 2021

Member of ONA21 executive since 2021

SW PRWR Chair since 2024

Member of the provincial Governance and Nominations Committee since 2023

Participation in ONA education and/or workshops:

Election Process at the Local & Bargaining Unit level

Numerous H&S caucuses

Numerous HR&E caucuses

Grievance Arbitration

Harassment, Mobbing & Bullying

Professional Practice Concerns

Grievance Process

Grievance Arbitration

New Grievance Chair Workshop

Resolving Conflict

Leadership Camp – Novice Stream

Additional preparation and/or experience in labour relations:

Part of the OH@H PSLRTA Campaign team

Member of SW OH@H Labour Management committee

Organizing for Power course Part 1

As Grievance Chair and site rep have an excellent working knowledge of our collective agreement