



Ontario Health atHome Provincial Negotiating Team Candidate Article

Name: Nellana Chamungwana

Nominee For: Region 2 Full-Time Representative

My aim is to represent the interests of my colleagues in Champlain at the provincial table. We have a strong Collective Agreement with many hard-won benefits and protections that I believe will serve our colleagues across the province well.

I would love the opportunity to work with representatives from other regions to create the best CA this organization has ever had. So much of this merger process has been out of our control. We are told again and again by our employer, "This is just how it is now. Accept it." Us negotiating a new agreement feels like taking back some control. I am excited to see what we can accomplish with all of us working together.

In any negotiation or problem solving task I believe its important to be able to listen and understand. In this situation, this means listening to the needs and concerns of members in our own bargaining units and to each other as we bring them forward. We are there to be their voice, so we have to be fully aware of what they need us to say. My work in El DAR has shown me how important representation is. How as a leader you have the responsibility to put forward the voice of those who have a right to be heard but because they are in the minority, they are easily drowned out by the larger group.

Now of course, we are not just negotiating with ourselves. We are going to have to come to an agreement with our employer who has their own agenda and requirements.

Perhaps this is naïve of me but overall, I think if we can get them to see how they also benefit from many of our asks then coming to an agreement is much more feasible.

What I bring to the table here is over 10 years of experience with this employer and almost 20 years of nursing. I understand them well. Very little that they do surprises me. That, coupled with the skills, expertise and experience of everyone else selected to this team means we are well equipped to accomplish some amazing. I truly hope I will have the privilege of being a part of it.

Nellana Chamungwana

Signature of Nominee