



Ontario Health atHome Provincial Negotiating Team Candidate Article

Name: Simen Kalkat

Nominee For: Region 4 Full-Time Representative

I am formally submitting my candidacy for the Ontario Health atHome Provincial Negotiating Team. For the past nine years, I have been on the front lines of our organization as a Care Coordinator, balancing the fast-paced demands of acute hospital discharge planning and the complex realities of community care. Running parallel to this, my four years as an active ONA Union Representative have given me the formal labor relations framework needed to help with negotiation. I am ready to blend my clinical experience and union leadership to advocate passionately for the contract we earn and deserve.

I am stepping forward because our members deserve a negotiator who understands the operational pressures of our workload. I am ready to bring an authentic and a voice to the table to fight for the contract we have rightfully earned.

Proven Leadership & Job Experience

A convincing negotiator needs to understand the entire healthcare ecosystem. My 14-year professional journey across Ontario gives me a macro-level understanding of where our system gaps lie and how to leverage them at the bargaining table:

- **9 Years of Local Expertise (Ontario Health atHome):** My experience is split between the high-pressure environments of hospital and my current role as a community care coordinator. I intimately know the grinding challenges of coordinating complex care, managing high-volume caseloads, and pushing through systemic barriers to ensure patient safety.
- **4 Years of Concurrent Union Representative:** I have been supporting conflict resolution, workplace collaboration, respectful communication, and fair process management.
- **A Solid Foundation in Provincial Healthcare:** Before coming to Ontario Health atHome, I spent years building critical clinical and systemic knowledge across major provincial institutions. I served as a Registered Dietitian at Sinai Health Systems - Mount Sinai Hospital in Toronto, Brant Community Healthcare System, and Windsor Regional Hospital. I understand how different hospitals and regions operate, which can be an asset to negotiations.

- **Academic & Interpersonal Credibility:** I hold a Master of Science in Food and Nutrition from Western University, where I won the MSCFN Leadership Award, and an Honours BSc in Biochemistry from McMaster University. Furthermore, being fluent in Punjabi with a working understanding of Hindi and Urdu allows me to connect deeply and inclusively with our diverse provincial membership.

My Goals for Negotiation:

If chosen to represent you, I will step up to the provincial table with clear, unyielding priorities:

1. **I Will Listen to All Members:** My primary commitment is to be your voice. I will actively listen to the unique concerns of all members—whether you are rooted in hospital discharge, navigating community care, or working in specialized roles. Every region and every discipline will have a seat at my table, and your lived experiences will directly inform our negotiating strategy.
2. **Achieving Fair Compensation:** My personal, driving goal for this collective agreement is to secure fair compensation that truly reflects the high level of expertise, risk, and dedication we bring to Ontario's healthcare system every single day. With inflation and workload intensity at an all-time high, our pay and benefits must mirror the value of the vital work we do.
3. **Tackling Workload and Burnout:** I will advocate for sustainable caseload structures. We cannot provide exceptional care to our communities if our own well-being is being compromised by understaffing and administrative overload.

I bring a rare combination of clinical depth, multi-site institutional experience, and four years of direct labor relations leadership. I am articulate, I am deeply respected by both peers and leadership, and I do not back down from difficult conversations. I would be incredibly proud to carry your expectations to the provincial table and deliver a contract that values our profession.

Thank you,

Simen Kalkat MScFN, RD

Signature of Nominee