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Region 3, Local 97

My parents immigrated from the beautiful Islands of St. Vincent and the Grenadines when I was 9 years old. In my father's words, to provide a better life for his family. By this, he meant better education and more opportunities so his growing family can thrive. I am a proud mother of three and a blessed grandmother to an amazing 19-year-old young man. I am a certified Oncology Nurse at Princess Margaret Cancer Center for 37 years. I settled at PM after making the rounds at all the downtown hospitals with STRT post-graduation in 1985. I came from a long line of nurses, and also decided on a career in nursing simply because I love to help people. I love listening to people's stories and their experiences. To me, nothing is more gratifying at the end of the day when you can reflect on your day and know that you made a positive impact on another person's life. It's with that same motivation that I approach my position as the Bargaining Unit President at PM for the last 15 years. I was initially appointed for a half term, and reluctantly accepted the post not really understanding much about ONA. I was afraid. My fears are generated by thoughts of causing harm to someone else of the lack of knowledge about the right processes, the contract, and applicable laws, etc. I had a great mentor, Kelly from TG, my rock. My plan was to take every workshop available inside and out of ONA to arm myself with the knowledge I needed to properly represent our members, so I set off to educate myself. The three areas that I'm most passionate about are the areas I feel profoundly affect our members the most; they are the source of most of our grievances; these areas are Health and Safety, Human Rights and Equity and Workload.

2010 Workers Health & Safety Certified Inspector
2012 Workers Health & Safety Instructor

Safety continues to be a passion of mine, witnessing the stress our members face after being injured on the job and the willingness of the system to deny work injuries reinforces the need to know what a safe workplace should look like. It helps to know how to identify workplace injuries since many repetitive strains go unidentified at such. It is also important to know what the Labour laws say about the employer's responsibilities and workers' rights and responsibilities under the Act.

1995 BU Human Rights and Equity ONA Rep
2000 Member of the Princess Margaret Diversity Committee
2015 Member of UHN Black History/ Black legacy committee

These committees focus mainly on education, providing learning opportunities during Black History Month. Reviewing staff training to ensure it's clear of biases, reviewing and producing policies.

2020 Region 3 Full-Time Representative on the HCNT

A great first-time experience

Workload

For the last 8 years or so, we implemented a process whereby when a workload is filed HR schedules a meeting with the nurse or nurses, the manager and the Union. Each item on the workload is examined and discussed for resolution. If no resolution is reached, the workload is escalated to HAC for the Directors and the Union to resolve. As a result of this process, we have had a number of nurses hired, the process changed the allocation of non-nursing duties to other disciplines.

In closing:

My career has taken me down a path that was unexpected, but immensely rewarding. Not only have I had the opportunity to care and advocate for my patients, but I also had the opportunity to advocate on behalf of our nurses whose contributions far exceed the credence afforded to them.

In Solidarity,

Ingrid Garrick RN CON(c)