



RÉSUMÉ FORM
Hospital Central Negotiating Team

IMPORTANT: Please TYPE all information.

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

Last Name: **McCollum** First Name: **Joan**

Local #: **43** Region #: **3** Bargaining Unit: **William Osler Health System**

Nursing/Health-Care Professional Work Experience:

Graduated with Honours 1995 Sheridan College RN program

Post Road Health 2000-2003

Peel Memorial Hospital 2003 – 2007: Mental Health Crisis Unit

William Osler Health System – Brampton Civic Site, 2007 to present: Mental Health Intensive, Mental Health Emergency Services Unit.

Joint Health and Safety Certification Part 1 and 2

CNA Certification Canadian Psychiatric Mental Health Nursing

Management of Aggressive Behaviour

Negotiating Experience (ONA and Other):

Local Negotiation Team: 2014, 2017, 2020, 2021.

Other Activity at ONA bargaining unit level and/or provincial level:

Local

BCH Site rep 2014 – 2019

Bargaining Unit President 2020 to present

Local Coordinator 2020 to present

Joint Health and Safety Committee rep 2014 to present

Scheduling Committee 2014 to present

Hospital Association Committee 2014 to present

Return to Work Committee 2014 to present

Grievance Committee 2014 to present

Provincial

Governance and Nominations Committee: 2022 – present

Independent Assessment Committee ONA Nominee: 2022

Complaints Panel: 2021 – present

Human Rights and Equity Book club: 2022 – present

Participation in ONA Education Workshops:

Preparing for negotiation 2013, 2020
 New Bargaining Unit President and grievance chair checklist 2014
 Executive Skills I 2014
 Obligations in representing members with Human Rights Issues 2014
 Bargaining Unit Structure 2014
 Health and Safety Caucus 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022
 Novice Leadership Conference 2014
 Return to Work and Accommodation 2014
 Harassment and Mental Health in the Workplace 2014
 Executive Skills II 2014
 The Duty to Accommodate – A road map 2015
 Violence in the Workplace Update 2015
 Professional Practice – Keep it Simple 2016
 New Occupational Health and Safety Act provisions 2016
 Bedside reporting 2016
 Union Representation in Critical Incident Meetings 2017
 Understanding and Navigating Attendance Management Programs 2017
 Advance Stream Leadership Conference 2017
 How ONA is resolving Workload issues 2018
 Bill 148 and the Collective Agreement 2018
 Violence Prevention: personal safety response system 2018
 Medical Marijuana and the workplace 2018
 Standby/Call back interpretation and strategy 2019
 Making it count at labour management meetings 2019
 New Bargaining Unit President workshop 2020
 Professional Practice Wins 2020
 Rock your Role New Bargaining Unit President 2020
 Leap CNO Complaints and Reports 2020
 The power of the Occupational Health and Safety Act 2020
 New Local Coordinator Workshop 2021
 Local Coordinator and Treasurer Workshop 2021
 Advance PRC Workload, Job Cuts and tracking 2021
 Advance members with Digital Communications 2021
 Scope of Professional Practice Nurse, Client, environment 2021
 Working with Unregulated Care providers 2021
 Health and Safety what you need to know 2022
 Importance of MIRE, entitlement and digital engagement 2022

Any additional preparation and experience in labour relations:

Labour Studies certificate from McMaster University 2022

Please make a short statement of your Aims and Objectives for election to this Team:

I have participated in several rounds of local negotiations; I sit on multiple committees and I want to use my knowledge at the central table to fight for our members collective bargaining rights. I represent a large bargaining unit and my members want to be heard. I hear loud and clear what they want. They want to be properly compensated for the work that they do, they want wage increases more frequent than the 8 year mark and then nothing until year 25. Nurses need better compensation for mentoring and let's be honest

teaching the newly graduated and internationally trained nurses. Never again will nurses be reassigned against their will without being properly compensated to do so. I attend arbitration hearings and if we lose our case, it's because the language in the collective agreement doesn't support our members grievance. If we lose because of the language, we need stronger language. That is my fight. I won't quit, I can't quit.

In solidarity.

Joan McCollum. BUP/LC Local 43