ONTARIO NURSES' ASSOCIATION

Résumé

Bargaining Unit President ONA13

Last Name: Frappier **First Name:** Tina

Local #: 13 **Region #:** 1 **Bargaining Unit:** Health Sciences North

Nursing/Health-Care Professional Work Experience:

1998-1999 Registered Nurse in long term department

1999-2001 Registered Nurse in Medical Oncology Department

2001-2003 Registered Nurse in Acute Medical Department

2004-2010 Registered Nurse in CVT-ICU

2008-2010 Member of the Critical Care Response Team

2010-2011 Registered Nurse in the Bariatric Program

2011-present Registered Nurse in CVT-ICU

Negotiating Experience (ONA and Other):

Negotiation team lead as BUP in 2025

Member of the negotiation committee in 2023, 2022, 2021 more recently and also including up to the last 15 years

Additional ONA experience at the Bargaining Unit or provincial level:

Local Coordinator of ONA13- Overseeing ONA13 Paramedical and Elizabeth Center
Bargaining Unit President of ONA13-Nurses of Health Sciences North
Treasurer of the Local bargaining unit for the last 16 years- Resigned in 2023 to become BUP of ONA13
First Vice Coordinator of ONA13 2013-2023- To Kelly Latimer as President
Member and Co-Chair of Hospital Association committee
Member of the Joint Health and Safety Committee
Member of the Fiscal Advisory Committee
Member of the Professional Responsibility Workload Committee
Member and Co-Chair of Nursing Professional Practice Committee
Member of Scheduling Advisory Working Group
Previous member of the provincial election committee Chaired by Vicky McKenna

Participation in ONA education and/or workshops:

I have participated annually in Health and Safety Caucus

and to the treasurer's conference, human rights, and equity caucus

I previously participated in the leadership summit in 2013 and most recently in 2026 to improve my skills in difficult conversation, mental health skills, and how to be a better listener

I have done executive skills 1 and 2

CNO Standards and Accountabilities

Facing Professional Practice Concerns

Grievance Process

Harassment, Mobbing and Bullying

Health and Safety workshops

JOSCH certified.

Introduction to being an ONA Representative

It's more than social media lecturette.

Making it count at labour management and investigations and disciplinary meetings

Preparing your team for negotiations

Professional responsibility workload Reporting Process

Resolving Conflict

Working with Unregulated Care Providers

Additional preparation and/or experience in labour relations:

I participate in Arbitration hearings as required.

I assist in Arbitration prep meetings.

I have helped in the process of PRWF's.

I participate in Step 2 meetings