



OCTOBER/NOVEMBER 2025

OPSEU Frontlines

OPSEU Local 101's monthly newsletter

OPSEU Local 101 delegates attending the Broader Public Service Conference in Toronto, November 16-18, 2025

Time to Vote for your new LEC!!

Your current Local Executive Committee is fast approaching the end of their 2 year term and it's time to vote in the LEC Team once again. The Term has been recently approved, at the GMM on Nov 4th, 2025, for three (3) years. In order to run for an LEC position, you must be a steward and have a nominator. Any Member in good standing, interested in becoming a steward can submit their name as well, to any current LEC member. New stewards are always invited to express interest to come on board and participate. If you are currently a steward, we will assume you will continue in that role unless you let us know otherwise. Any new stewards will be sworn in at the next GMM, along with the newly elected LEC Team. This issue of our newsletter has Bios for those running for an LEC position who were interested in submitting one. You can still be running for a position and not have a Bio submitted. All Bios are presented here in alphabetical order for the following positions: President, 1st, 2nd and 3rd Vice Presidents, Treasurer, Secretary, and Communications Chair. You will have the opportunity to vote for 1st, 2nd and 3rd Vice President positions. Although all VPs are there to support our President and union business, ranking is important in the event that the President needs to withdraw from their position.

**Vote for
your new
LEC!**

Date/time:

**Tuesday,
November 25th
Pop in anytime to vote
from 8am to 8pm**

Location:

**OPSEU Membership
Hall, 3005
Marentette Ave,
Windsor
Bring your ID**



Candidates for President position OPSEU 101 - Bios

Susan Bohnert Hamelin

The time is once again upon us to hold the OPSEU Local 101 Executive Elections. Having completed 3 terms of office, I am grateful for the opportunity to be able to put my name forward again as Local President. The last 6 years have flown by and provided me with the knowledge, experience, understanding and true realization of how to best serve the members. This is a role of service, and not one of individual gain. It involves long hours and a commitment to each and every member, regardless of classification, status, department or rank. Every member is equally important, and I am thankful that I have been allowed to provide this service over the years. As we move forward, we must realize that as much as the Employer prepares strategically, so must the Union. The year ahead, has our Local engaged in 3 Bargaining Tables, WRH, HDGH and ESHC. All Collective Agreements are to be negotiated and renewed. As an essential-worker's Union, we have no right to strike, so we must be smart and effective in our Bargaining. The patience to endure during difficult and frustrating times, the realistic and prudent determination and the respect and consideration that has been my approach, all along, has solidified the ability to effectively deal with each Employer. My primary focus has always been job security, fair and equitable work-life balance and growth of our Local. Having gone through a Pandemic, followed by the imposition of the unconstitutional Bill 124, then leading into a cyber attack, while navigating three Collective Bargaining Tables, my determination, perseverance and resilience has never wavered. Each event brought new obstacles, that were dealt with renewed strength and determination to continue the battle. I have embraced every obstacle and challenge. I will continue to advocate and embrace every challenge, as I am committed to make things right. As we move forward to the New Mega Hospital, strong leadership and dedication will be required to ensure every member is considered and accounted for, in this venture. My commitment has always been to be knowledgeable, available and without fail, a fighter for the causes that we encounter. Whether it be staffing, scheduling, wages, quality of life, recognition and respect for every Frontline worker, know that you are the foundation that keeps these establishments going. My continued commitment is to you and to the tasks at hand. My dedication to the role as President is not determined by mere words, but by actions and outcomes. I look forward to having the ability to represent all OPSEU Members, and I thank you for your support in these upcoming elections.



In solidarity, Susan

Candidates for President position OPSEU 101 - Bios

Shannon Duncan

My name is Shannon Duncan, and I'm proud to be running for President of OPSEU/SEFPO Local 101. I have spent the last two years serving as First Vice President, which has provided me with the opportunity to gain valuable experience and a deeper understanding of the challenges in our workplace. I have learned how to navigate labour relations by developing key skills in communication and conflict resolution. Through collaboration, dedication, and continuous learning, I've developed a strong foundation in union leadership, grievance handling, and effective advocacy for our members.



I have completed OPSEU's Leadership Course, participated in the letter campaign with HPD, and taken part in numerous OPSEU/SEFPO educational programs. My involvement in arbitrations and workplace issues has strengthened my ability to represent members fairly and confidently. These experiences have not only expanded my knowledge but also reinforced my commitment to transparency, fairness, and meaningful progress for all members. If elected President, my goal is to continue building on the progress we've made by promoting greater education, engagement, and solidarity across our Local, Region and Sector.

I believe in empowering members to get involved, share their voices, and work together to strengthen our collective movement. Together, we can continue to grow as a strong, united, and respected local that truly represents the needs and values of every member.

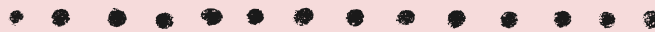
Thank you.

Candidates for 1st 2nd 3rd VP positions OPSEU 101 - Bios

Hello everyone, my name is Burcu Bayraktar, and I'm running for First, Second, and Third Vice President, and Secretary in the upcoming 2025 OPSEU elections. I currently work at Hotel Dieu Grace Healthcare with the Assertive Community Treatment (ACT) Team as an Addiction Counsellor. I hold a Master's in Rehabilitation Counselling from Wayne State University and a Bachelor of Arts in Criminology and Sociology from the University of Windsor. I'm also a Registered Social Worker with over a decade of experience specializing in addiction and mental health in our community. My involvement with OPSEU began over a year ago when I became a steward, and since then, I've actively participated in various trainings, conferences, and convention. Through these experiences, I've developed a deeper understanding of the issues we face and the importance of strong, compassionate leadership.



I'm deeply passionate about advocacy — both in our workplace and in our broader community — and I'm committed to ensuring that all members have a voice. I'm excited about the opportunity to continue learning, growing, and contributing to OPSEU as your Vice President and Secretary. Thank you for your support!



Lauren Merritt

Hi, my name is Lauren Merritt and I am seeking re-election as OPSEU Vice President. I am a Medical Laboratory Technologist in the Surgical Pathology Department at Windsor Regional Hospital- Met Campus. For my last 14 years with the organization, I have been an active member in our union. I have stood proudly with all of our members of OPSEU 101- fighting for fairness, respect and solidarity. Starting as Secretary and serving in that position for 8 years (some of which was OPSEU 142), I learned the importance of clear communication and teamwork. For the past 6 years as Vice President first as 3rd VP, now 2nd VP, I have been a strong voice for members- advocating for a better workplace, stronger representation, and unity across our local. I believe

that when we stand together, we can win together. I am seeking re-election to continue to build a local where every member feels heard, valued and supported. Experienced. Dedicated. Union Strong. Vote Lauren Merritt for 1st Vice President, OPSEU 101.

Candidates for 1st 2nd 3rd VP positions OPSEU 101 - Bios



Anna Rowles

Anna Rowles for Vice-President: Stronger Together. I'm Anna Rowles, an ultrasound technologist and your current Treasurer. I'm running for VP and treasurer to ensure our Local Executive Committee is highly responsive and focused on results for all members.

My Record of Action

- **Accountability:** Managed local finances with integrity as Treasurer (since 2022).
- **Advocacy:** Helped secure the 2023 contract; successfully resolved a group grievance; and initiated a policy grievance to protect part-time vacation rights.

VP Priorities: Education, Training, Empowerment

Focus Area	Key Initiatives
Member Unity	Off-Shift Outreach (coffee carts) and specialized Steward/Leadership Training
Health & Safety	Training members to challenge Unsafe Workloads; advocating for rest, scheduling, and Mental Health Support.
Local Capacity	Formalize Mentorship/Succession Planning and ensure Consistent, Transparent Communication.

I am committed to serving every member, from casual to full-time, new to retiring.
Vote Anna Rowles for Vice-President!

Candidates for 1st 2nd 3rd VP position OPSEU 101 - Bios

Ema Sisic

My name is Ema Sisic and I'm currently your 3rd VP, Bargaining Team Member and Joint Health and Safety Committee Member! As a social worker who has worked in a number of departments across HDGH and formed many meaningful connections and friendships,

I am aware of the issues many of us face in our workplaces. I hope that during my term, you have been met with dedication, persistence, honesty and promptness (all while juggling being a new mom!) If you've spoken to me, you probably know I'm someone who doesn't sugarcoat and over-promise. I tend to have a very direct approach and that comes from a place of honesty and integrity about how to best manage your concerns with the Employer. I have a keen eye that's caught some errors in practices over the years and I never hesitate to ask questions.

Keeping open communication and respect in the Union-Employer relationship is crucial to having our concerns heard and remedied. I have spent a number of years in this role working in tandem with the Executive Team and hope to continue fostering positive labour relations for another 3 years... hopefully as your 1st VP!

In solidarity, Ema



Candidates for 1st 2nd 3rd VP position OPSEU 101 - Bios



Nichole Strong

My name is Nichole and I am running for Vice President in the upcoming elections for OPSEU.

I have been with WRH since 2012 as a Respiratory Therapist and a Certified Clinical Anesthesia Assistant. Outside of work, I spend my time with my 2 kids, our dog and my husband. Currently, I serve as a union steward and have been for the last 6 years. I have been working closely with the current president and LEC since then, learning a lot about how the union works and how I can best serve each and every member, regardless of classification. Spending the last 6 years going over the collective agreement, I have familiarized myself with the language and how it pertains to each classification, working closely

with many members to help solve their conflicts and find resolution as best I can. I have had the honour of serving as a delegate and alternate at multiple regional meetings, convention, and the Broader Public Service conference. This has allowed me to gain even more understanding and education to bring back and better serve the members at our local level, 101. A vote for me will get you someone who will work hard for you, no matter what area you work in or how complicated the situation. I am an ear for you to vent your frustrations to and a great problem solver. I believe in unity, fairness, communication, education and working together to move the union forward.

I am hopeful you will put your trust and faith in me to sit on the LEC and represent the members the best I can. I know with the knowledge and education I have gained, a vote for me will give every member a voice at the table and I will work hard each and every day to ensure fairness and representation for all.

Candidates for Communications Chair OPSEU 101 - Bios

Jen Burton Liang

Hello! My name is Jen Burton Liang. I have been your acting Communications Chair since 2020. I have been active in our local for many years, attending conventions and educationals, serving as a steward, Health and Safety Committee representative, and several terms on our local's Donation Committee. As your Communications Chair I maintain our Local 101 website and produce our newsletter. I also created a Bluesky social media account for our local. I provide support during our union meetings and events.



I work full time as a Child Life Specialist on Paediatrics at Windsor Regional Hospital. I also have a contract as an Art Therapist at the Center for Problem Gambling and Digital Dependency at Hotel Dieu Grace Healthcare. I would love to continue for another term as your Communications Chair! I find there is always more to learn about website and newsletter design and it allows me to use my background in visual art to support the goal of reaching and engaging our members. Thank you for your support!

Upcoming OPSEU Region 1 Weekend Educational for Stewards and LEC members

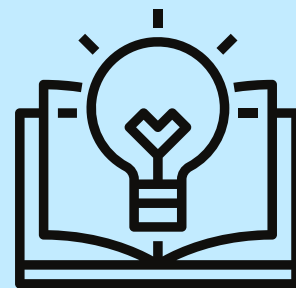
Dates: January 17 and 18, 2026

Location: OPSEU/SEFPO London Membership Centre
1092 Dearness Drive, London, ON

Deadline to Register: December 5, 2025

Classes:

- Advanced Grievance Handling for Union Building
- Local Treasurers Course
- Making Composite Locals Work
- Challenging Bullying and Non-Code-Based Harassment in the Workplace
- Women in Unions: Strengthening Leadership
- Stewards 1: Making a Difference in the Workplace UPDATED



For more information and instructions on how to register, go to www.opseu.org and search "Region 1 Educational"



Meet a member

STEPHANIE ROBINSON

Hi, my name is Stephanie Robinson. I am a Social Worker at HDGH in the TNI Program. I graduated with an Honours BA (Psych) and MSW from the University of Windsor. I started my career working at the Teen Health Centre, Street Health and Children's Aid Society before accepting a job with Windsor Regional Hospital in 2010.

Initially, I worked at the Regional Children's Centre. In 2017, I transferred to Community Crisis and then accepted a position on the LaSalle and Amherstburg COAST teams in 2019. In COAST, I worked directly with police to provide outreach and support to clients experiencing mental health and addiction issues. In July 2025, I transferred to TNI where I currently work as a Discharge Planner on PS1. At TNI, I help connect patients with housing and community support services along with an interdisciplinary team of nurses, pharmacists, recreational therapists, PT's, OT's, Psychiatrists, etc.

I love the variety that a career in Social Work has provided, particularly the ability to move around to different programs and help people in new ways. A challenge in my profession is the scarcity of supports for vulnerable populations, specifically safe/stable housing and free supports which can be accessed quickly. Navigating the mental health system is challenging, especially for people who may not be able to advocate for themselves. It's frustrating when someone wanting to make positive changes hits a roadblock and struggles to get the support they need.

My OPSEU involvement has included working as a Union Steward, attending several conventions, and being a previous member on the Negotiating, Scholarship and Joint Health/Safety Committees. In addition to working FT at HDGH, I am also a PT Instructor in the Bachelor of Arts in Social Justice and Legal Studies program at St. Clair College. I teach Counselling/Case Management and Crisis Intervention courses. I have been married for 17 years. My husband and I share an adorable and rambunctious 6-year-old Australian Cattle Dog named Ryder. I really enjoy travelling, particularly on a cruise ship. I have been on 24 cruises to places all over the world. My favorite travel destinations (so far) have been Iceland, New Zealand, Australia, Fiji, Italy and Greece. When I'm not working or travelling, I like to play golf and pickleball.

Once again OPSEU Local 101 is donating \$1000 towards Hiatus House and \$4000 to Project Christmas. Project Christmas is a local organization that accepts nominations for families to be sponsored for holiday donations.

Join the Donations Committee (Anna Rowles and Jen Burton Liang) on **Thursday, December 18th from 6-9pm at Boston Pizza, 4 Amy Croft Drive, Tecumseh.** Our Project Christmas donation has sponsored 4 local families and we will be wrapping their gifts this night. If you enjoy gift wrapping we would love to see you there and put your talents to use!

