

# ONA at RRMC

Oregon Nurses Association Nurses at Rogue Regional Medical Center

## Executive Committee

### Chairperson

Carol Command, RN  
General Medicine

### Vice Chair

Fred Katz, RN  
Heart Center

### Secretary

*vacant*

### Treasurer

George Haefling, RN  
Behavioral Health

### Unit Rep Chair

Terry Mershon RN  
ICU

### Grievance Co-Chairs

Rob Campbell, RN  
Endo

### Communications, Newsletter

David Baca, RN  
Emergency

### Member-at-Large

Veronica Kilian RN  
Oncology

### Membership Chair

Ann Carlson, RN  
PACU

### PNCC Chair

Bella Harrison RN  
Emergency

Susan Bruce, ONA  
Labor Relations  
Representative  
Bruce@oregonrn.org  
541.261.8359

## Officer and negotiation team elections

**Tuesday October 29, 2013**

**0630—2000**

*Dubs Center Lobby (near coffee cart)*

**Thank you to all of our officer  
and negotiation team nominees**

### Vice Chair

\_\_\_ Fred Katz  
\_\_\_\_\_

### Secretary

\_\_\_ Veronica Killian  
\_\_\_\_\_

### Membership Committee

\_\_\_\_\_

### Grievance Committee Chair

\_\_\_ Rob Campbell  
\_\_\_\_\_

### Professional Nursing Care Committee (Choose 2)

\_\_\_ Bella Harrison                      \_\_\_ Brenda Johnson

\_\_\_ Tom Espinosa  
\_\_\_\_\_

### Negotiation Team (Choose 6)

\_\_\_ Rob Campbell                      \_\_\_ Ann Carlson

\_\_\_ David Baca                              \_\_\_ Fred Katz

\_\_\_ Tom Espinosa                              \_\_\_ Joel Carrick

\_\_\_ Johanna Luthy                              \_\_\_ Brenda Johnson

\_\_\_ Fran Spiker                                      \_\_\_ Maria Barnes  
\_\_\_\_\_

### Member at Large

\_\_\_ Tom Espinosa  
\_\_\_\_\_



## **RRMC Bylaws**

Term of Office: the term of office for all Officers will commence on the EC meeting date in November following the October election and shall last for two (2) years or until a successor is elected. Eligibility to serve as such shall be prescribed in these Bylaws.

**7.2.3.1** Chair, Secretary, Treasurer, one Communication Co-Chair, and Membership Chairs are elected in October of even years;

**7.2.3.2** Vice-Chair, Grievance, Unit Rep, Fund Raising Chair and one Communication Co-Chair are elected in October of odd years;

**7.2.3.3** PNCC Chair is elected by the elected PNCC members in November of odd years;

**7.2.3.4** The EC, by majority vote, may elect a B/U member in good standing to fill a vacated position or unfilled EC position for the duration of that term.

### **7.2.4 Responsibilities:**

#### **7.2.4.2 Vice-Chair:**

**7.2.4.2.1** Assist the Chairperson in the discharge of all duties;

**7.2.4.2.2** Perform such other duties and render such assistance as may be directed by the Chairperson;

**7.2.4.2.3** In case of the Chairperson's absence, the Vice-Chair shall perform the duties of the Chairperson;

**7.2.4.2.4** Serve as representative on the ONA Task Force; and

**7.2.4.2.5** Should the Chairperson's position be vacated, the Vice-Chair shall serve as the Chairperson until the next election.

#### **7.2.4.3 Secretary:**

**7.2.4.3.1** Send out meeting notices as directed;

**7.2.4.3.2** Collect names of nominees for elected positions and construct a ballot for the names submitted and post the ballot in accordance with Article 5.1.6;

**7.2.4.3.3** Confirm that the nominees are willing to serve and when there is no Membership Chair, ensure the nominee is in good standing;

**7.2.4.3.4** Verify that amendments to the Bylaws are properly submitted;

**7.2.4.3.5** Record, maintain and archive minutes for all Executive Committee Meetings;

**7.2.4.3.6** Sit on the Elections Committee, if not currently running for office;

**7.2.4.3.7** Conduct correspondence as directed by the Executive Committee.

**7.2.4.5 Grievance Co-Chairs:** Will coordinate the following activities in cooperation with the ONA staff representative:

**7.2.4.5.1** Conduct and supervise the affairs of the Grievance Committee in accordance with these Bylaws;

**7.2.4.5.2** Oversees the processing and investigation of all grievance complaints filed by B/U members;

**7.2.4.5.3** Responsible for securing representation, if requested, for the grievant;

**7.2.4.5.4** Report to ONA in a timely fashion all grievance complaints and keep the EC apprised while maintaining member anonymity.

**7.2.4.6 Membership Chair:**

**7.2.4.6.1** Ensures that all new hires are contacted in a timely fashion to discuss the membership in the RVMC/ONA and the ONA, ensures new hires are provided with a copy of the collective bargaining agreement, these Bylaws, an ONA membership application and to ensure that the new hires are introduced to the new hire's unit steward;

**7.2.4.6.2** Ensures that membership records accurately reflect who are: a) members in good standing; b) members in bad standing; c) fair share members; d) bona fide religious objectors; e) new hires that are potential members; and f) non-members. The Membership Chair will ensure that the list is updated on a quarterly basis and before every vote of the B/U.

**7.3 Standing Committees:**

**7.3.1 Negotiating Committee:**

**7.3.1.1** Composition: Will consist of six or more elected ONA members in good standing and the B/U Chairperson. Other B/U members may assist as necessary in proposal preparation;

**7.3.1.2** Election: Members (6.3.1.1) shall be elected by secret ballot prior to negotiation of a successor collective bargaining agreement pursuant to Article 5.2;

**7.3.1.3** Term of Office: Will continue until the election of a new negotiating team is completed;

**7.3.1.4** Duties: To solicit proposal suggestions from the B/U members; research negotiations related issues; develop proposals; assist in negotiations; make recommendations to the B/U whether or not to ratify the contract, oversee the election and sign the contract. To represent the B/U until a successor team is elected.

**7.3.2 Grievance Committee:**

**7.3.2.1** Composition: The ONA/RVMC Executive Committee may form a Grievance Committee composed of the Grievance Chair/Co-Chair and as many Unit Reps/Stewards as determined by the EC.

**7.3.2.2** Duties:

**7.3.2.2.1** Assist with the Enforcement of the collective bargaining agreement with the filing of grievances;

**7.3.2.2.2** Ensure the members have representation in disciplinary meetings or during the grievance process when requested;

**7.3.2.2.3** Investigate merit of the grievance and submit findings to the EC and ONA;

**7.3.2.2.4** Ensure collective bargaining is being consistently applied;

**7.3.2.2.5** Report to the EC and ONA the status and resolution of all grievances; and

**7.3.2.2.6** Ensure all work rules are consistent with the terms of the collective bargaining agreement. Alert the EC and ONA if rule is inconsistent or is a mandatory subject of bargaining.

**7.3.3 Membership Committee:**

**7.3.3.1** Composition: The ONA/RVMC Executive Committee may form a Membership Committee composed of the Membership Chair and Unit activists identified and appointed by the EC.

**7.3.3.2** Duties:

**7.3.3.2.1** Contact all new hires in a timely fashion to discuss membership in RVMC/ONA and the ONA,

**7.3.3.2.2** Provide new hires with a copy of the collective bargaining agreement (contract) and these Bylaws;

**7.3.3.2.3** Introduce the new hire to the new hire's unit rep/steward;

**7.3.3.2.4** Strive to increase the membership of the B/U;

**7.3.3.2.5** Process all new membership applications in a timely fashion;

**7.3.3.2.6** Perform duties at the request of the EC or ONA; and

**7.3.3.2.7** Ensure that membership records accurately reflect who are: a) members in good standing; b) members in bad standing; c) fair share members; d) bona fide religious objectors; e) new hires who are potential new members; and f) non-members.

**7.3.4 Professional Nursing Care Committee:**

**7.3.4.1** Composition: The PNCC will be composed of the PNCC Chair and at least five (5) members in good standing, elected by the B/U membership per the collective bargaining agreement, Article 15.1

**7.3.4.2** Duties:

**7.3.4.2.1** Make recommendations for educational and training programs compatible with identified hospital goals;

**7.3.4.2.2** Receive unsafe staffing reports from the Task Force. Take steps to address issues raised in unsafe staffing reports when necessary;

**7.3.4.2.3** Make timely reports to the EC and ONA concerning unsafe staffing reports and educational and training programs;

**7.3.4.2.4** Make recommendations to the facility of ways and means to improve patient care;

**7.3.4.2.5** Make reports to outside agencies with the approval of the EC and ONA; and

**7.3.4.2.6** Those duties as specified within the collective bargaining agreement.