Cabinet on Organizing

Overview

As more and more nurses and allied healthcare workers across the state recognize the importance of having a union in their workplace and a desire to become members of ONA, the Cabinet on Organizing has been established to prioritize this work. The members of the cabinet will be focused on working with the Organizing department and non-union workers in successfully gaining union recognition in their workplace and furthering the mission of ONA throughout the state.

The Cabinet on Organizing consists of up to five leaders that are represented by ONA for purposes of organizing non-represented units. The Cabinet has specific duties outlined in ONA’s Bylaws, but in general provides support and guidance to ONA’s Organizing department. Members of the Cabinet are committed to empowering healthcare workers to advocate for themselves, their patients, their families, and their communities.

Qualifications

The following are the minimum qualifications to serve on the Cabinet on Organizing:

- Be in a bargaining unit represented by ONA and in good standing or a retired ONA bargaining unit member in good standing, and
- Be an ONA member in good standing at the time of nomination or appointment and for two (2) years immediately preceding the call for nomination or appointment.
- An employee of ONA is eligible to be a candidate two (2) years after resignation from the staff position when candidacy is declared.

Three or more years of experience serving on other ONA committees, such as an organizing committee or bargaining-unit executive committee, negotiating contracts, or working on an ONA campaign is helpful, but not required.

Term

The Cabinet on Organizing positions may be numbered. Positions one (1) and two (2) will be elected in 2021 for a three-year term, and then every third year. Positions three (3) and four (4)
will be elected in the year 2021 for a two-year term. In the year 2023 positions three (3) and four (4) will be elected for a three-year term, and then every third year. Position five (5) will be elected in 2021 for a one-year term. In the year 2022 position five (5) will be elected for a three-year term, and then every third year.

**Time Commitment**

The Cabinet meets face-to-face four times a year for one day. Calls or Zoom meetings are held in the evening when needed between quarterly meetings. Prior to these meetings, Cabinet members will often need to review documents to prepare for the meetings. Attendance at meetings is expected unless excused per Cabinet policies.

Cabinet members also attend other ONA functions, such as, ONA’s House of Delegates (two to three days in even years), Nurse Lobby Day (one day in odd years), and the Bargaining Unit Leadership Conference (one to two days every year). When possible, the Cabinet’s face-to-face meetings are scheduled adjacent to these events, to minimize conflicts.

Cabinet members will also occasionally be asked to respond to emails, act as a liaison to another body, participate on a job action, and reach out to other bargaining-unit leaders or emerging leaders.

Cabinet members will be asked to support ONA’s political efforts, such as, canvassing or phone banking on behalf of candidates or initiatives ONA has endorsed. Participation may be up to four events, each lasting two to four hours, every other year.

**Member Support**

ONA will reimburse Cabinet members for travel, lodging, meals, and child/pet care associated with meeting attendance or representation of ONA per ONA policy.

**Primary Responsibilities**

- **Fiscal and budgetary**—
  - Help develop the Organizing Department’s budget with the Director of Organizing and Labor Education and the ONA Board of Directors.
  - Establish policies limited to the Organizing Department.
  - Occasionally approve and oversee grants to support external organizing.

- **Strategic**—
  - Work with the Director of Organizing and Labor Education to develop policies, plans, initiatives, and programs that support ONA’s Organizing Department’s goals.
  - Help develop expectations for bargaining units and bargaining-unit leaders.
  - Provide for implementation of action and directives of the House of Delegates within prescribed statutory responsibilities.
  - Propose amendments to ONA’s Bylaws and resolutions to support ONA’s Organizing Department and ONA’s union members.
• Leadership—
  o Publicly support Cabinet decisions and advocate for Cabinet initiatives, even those decisions/initiatives that member disagreed with.
  o Support the interests of the Organizing Department and ONA’s union membership as a whole, over personal interests.
  o Mentor emerging activists and leaders on the role of the Cabinet and the Organizing Department. Recognize the value of successorship in establishing an engaged membership.
  o Attend ONA, AFL-CIO, and AFT functions in role as member of the Cabinet.
  o See that the Organizing Department regularly offers education to support and develop ONA’s activists and leaders. Advocate that the ONA Board of Directors budgets for such educational opportunities.
  o Support sanctioned job actions, including participating in such job actions, like informational pickets and strikes.

• Membership Growth—
  o Promote membership in ONA, including talking to new hires and non-members about the importance of membership.
  o Set criteria for external organizing targets.
  o Maintain confidentiality of potential organizing targets. Meet with unrepresented nurses to share ONA experience and encourage their efforts.
  o Work with affiliates, like the AFT, to support ONA’s organizing efforts.

Secondary Responsibilities

• Establish standing and special organizing sub-committees as necessary to implement its duties.
• Enact policies for the selection of delegates to union bodies, including the Oregon AFL-CIO convention and representatives to other union committees or councils, if applicable.
• Assume such other duties as may be provided elsewhere in the Bylaws and the House of Delegates.
• Act as a liaison to certain external organizing committees and touch base with those committees as established by the Cabinet. Report back to the Cabinet on status of those committees.
• From time-to-time act as a liaison to Cabinet on Health Policy, Jobs with Justice, ONA Board of Directors, and other partners.
• Establish criteria for and select awardees to be recognized by ONA’s Organizing Department.