

GRANDE RONDE HOSPITAL LEADERSHIP COMMITTEE NOMINATIONS OPEN **OCT. 5**

It is that time! Nominations for the bargaining team, staffing committee, and leadership council members are upon us. I wanted to share a few changes that you will see with wording, titles, and descriptions as this process moves forward. At the organization level ONA has recently changed bylaws, wording, and restructuring of the unit governance model. Below you will find “portfolios” formerly known as job descriptions, for positions that one may nominate a coworker or themselves for. Positions that you may nominate a fellow bargaining unit member or yourself are listed below:

Bargaining Unit Leadership Council

- Co-Chair 1 (Leader of the bargaining team)
- Co-Chair 2 (Staffing Committee Co-Chair)
- Grievance Co-Chair
- Membership/Contract Action Team Co-Chair
- Communications/Finance Co-Chair
- Professional Practice Co-Chair

Negotiation Committee/Unit Representatives.

These members will represent their respective units during negotiations and serve as the contact for their unit nurses regarding needed changes in the contract.

- ICU
- ER
- Med/Surg
- FBC/Infusion/Pain
- Surgical Services

Staffing Committee/Unit Representatives:

The staffing committee representative will be responsible for communicating the thoughts and ideas of the unit nurses regarding the staffing plans on their unit.

- ICU
- ER
- Med/Surg
- FBC/Infusion/Pain
- Surgical Services

Please consider yourself or someone else that you feel would make a difference and get involved, nominate yourself or others for any of the positions listed. Read more about the position descriptions on the next few pages.

Position Descriptions:

Bargaining Unit (BU) leadership councils (formerly Executive Team):

The BU Leadership Council will be responsible for making decisions on behalf of bargaining unit members related to the negotiation and enforcement of the collective bargaining agreement, maintenance of strong membership, planning and execution of issue campaigns, member engagement, and the overall advocacy work for members.

BU Council Portfolios:

BU Council Co-chairs (2) (formerly President and Vice-President): Two members responsible for scheduling and facilitating BU council meetings, preparing agendas, taking meeting minutes, confirming attendance, ensuring follow-up on agreed upon tasks and projects. Lead the work of liaising with ONA staff and securing additional resources and support where needed. The two co-chairs will share all these duties but only one will serve on the bargaining team and the other co-chair will be the staffing committee co-chair.

Co-Chair 1: Will act as a member of the bargaining team. They will also serve as chair/liaison for the bargaining team and report to the leadership council regarding the negotiation progress. It will be the responsibility of this co-chair to engage home health and represent their interests in the negotiations.

Co-Chair 2: Will be the staffing committee co-chair for the life of the contract. This member shall serve as co-chair of the facility's staffing committee. They shall be responsible for fulfilling the duties of that position as determined by the process agreements of that committee or as articulated by the collective bargaining agreement and the law. They shall also provide regular updates to the BU council of emerging concerns or challenges that may impact members. This member shall be responsible for working with their labor representative to monitor and report staffing law violations as prescribed by Oregon law. In addition, this member shall be responsible for convening other members serving on the staffing committee to prepare strategic approaches to the work and ensure members are working together for the greatest impact. There will be an alternate for this position as well to ensure representation.

Grievance Co-chair: Responsible for coordinating the work of stewards including holding regular meetings, communicating about representation needs to ensure that members have representation when needed, and working with labor representatives to provide training and mentorship to stewards. Grievance co-chair is also responsible for supporting stewards in filing grievances as well as working with their labor representative to ensure that grievances are filed with our union.

BU Council Portfolios ... *continued*

Membership/Contract Action Team (CAT) Co-chair: During contract campaigns, this member is responsible for collaborating with the ONA labor representative and the bargaining team to develop a campaign plan. They recruit and train CAT members, convene and facilitate CAT meetings, and support CAT members in implementing campaign actions to ensure follow through on commitments made by CAT members. In between contract campaigns, this member shall be responsible for ensuring that new hires are provided with an ONA new employee orientation (NEO) and sign up for membership. They may fulfill these duties through collaboration with the labor rep, stewards, and/or CAT members. This member shall be responsible for updating member contact information on a regular basis to ensure ONA has current phone and email information for all members. In addition, they will keep the BU council informed of CAT activities during contract campaigns.

Communications/Finance Co-chair(formerly Secretary/Treasurer): Responsible for ensuring that expenditures of bargaining unit funds are handled according to ONA policy. This includes providing the ONA finance department with a record of the vote by the leadership council to expend the funds and copies of receipts. This member will also be responsible for assisting individual bargaining unit members with reimbursement requests for expenditures made for ONA related activities that have received prior approval through the leadership council or ONA staff. In addition, they shall provide the BU council with a report on the status of bargaining unit funds including current balance and an accounting of any transactions since that last report.

In addition this member shall work with the labor representative, the BU council, and the bargaining team to ensure that members are receiving regular updates through newsletters and social media channels (if applicable). This may include administering the bargaining units' social media channels in accordance with ONA policies. During contract campaigns, this member will coordinate with the bargaining team and the CAT team to ensure communications about actions and negotiations are provided in a timely and effective manner to members.

Professional Practice Co-chair: This member shall serve as chair of the facility's professional practice committee. They shall be responsible for fulfilling the duties of that position as determined by the process agreements of that committee or as articulated by the collective bargaining agreement. They shall also provide regular updates to the BU council of emerging practice concerns or other issues that may impact members. In addition, this member shall be responsible for working with other members serving on the committee to prepare strategic approaches to the work and ensure members are working together for the greatest impact.

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