Article 2 - Membership

2.1 Membership Eligibility- Any individual covered under the collective bargaining agreement between the ONA and McKenzie-Willamette Medical Center is eligible to join and maintain membership subject to the requirements imposed by these Bylaws and the ONA Bylaws.

2.2 Good Standing- To be a member in good standing, the individual must:
   2.2.1 Be a member of the ONA;
   2.2.2 Pay all dues and assessments in full as established by the ANA, ONA and MWMC-ONA;
   2.2.3 Abide by ANA, ONA, MWMC-ONA Code of Conduct, Bylaws and/or Constitutions;
   2.2.4 Not interfere with the elected officers of the MWMC-ONA in the performance of their duties;
   2.2.5 Refrain from engaging in dual unionism which is defined as assistance to one or more labor organizations that compete with the collective bargaining interests of ONA, other constituent State Nurses Associations (SNAs), and/or ANA; and
   2.2.6 Not cross a strike picket line at an ONA, SNA represented facility, unless required by the collective bargaining agreement or pursuant to ONA’s emergency procedures.

2.3 Membership Rights- Members in good standing have the following rights and benefits which are not conferred upon non-members or members who are in bad standing except within the discretion of ONA or the Executive Committee:
   2.3.1 All rights and benefits provided by ONA and ANA;
   2.3.2 Attend and participate in MWMC-ONA meetings;
   2.3.3 Nominate or vote for elected officers or committee chairs within MWMC-ONA;
   2.3.4 Vote on contract issues, proposals or ratification as proposed by the MWMC-ONA Negotiating Committee;
   2.3.5 Vote on changes to MWMC-ONA Bylaws;
   2.3.6 Participate in contract bargaining surveys;
   2.3.7 Receive regular MWMC-ONA communications; and
   2.3.8 Appointment and/or election to MWMC-ONA committees.

2.4 Fair Share Payers’ Rights – Represented nurses who choose not to join ONA, but who make payments established by ONA for the representation they receive are considered fair share payers.
   2.4.1 Because they are paying for ONA representation, fair share payers will have access to all rights under Section 2.3, except 2.3.5 and 2.3.8, which involve local governance.

2.5 Non-Members- non-members include:
   2.5.1 A nurse who makes no dues payments to ONA or is three months or more in arrears;
   2.5.2 A nurse who pays the fair-share amount in lieu of ONA’s dues; or
   2.5.3 A nurse who is a bona-fide religious objector.
**Article 6 - Contract Ratification and Other Votes**

6.1 *Notification* - at least five (5) days prior to contract ratification or other vote, the Executive Committee shall post in conspicuous places, mail and/or e-mail to the membership a summary of the issue to be voted on. For contract ratification votes, the Executive Committee will post a summary of the tentative agreement and the date, time and place of the vote. Upon request, the Executive Committee shall make available a copy of the tentative agreement.

6.2 *Secret Ballot* - Voting shall be by secret ballot of the members in good standing and fair share payers as verified by the Executive Committee.

6.3 *Majority Vote* - A cumulative majority vote by secret ballot of the members in good standing and fair share payers shall decide the issue. Only those members and fair share payers present may vote and there shall be no proxy voting.

6.4 *Vote By Mail, E-mail or Absentee* - Nothing contained herein shall preclude the MWMC-ONA Executive Committee, in the exercise of its discretion, from directing that the election be conducted by mail ballot, e-mail or absentee after appropriate notice and with safeguards for preserving the secrecy of the balloting.

6.5 *Dispute* - In case of a dispute on voting eligibility, such individuals will be allowed to vote, but their ballots will be set aside and uncounted until membership eligibility can be determined. Under no circumstances will the outcome of the ratification vote be delayed for longer than seven (7) days.

6.6 *Strike Vote* - in cases where the bargaining unit is voting on whether to strike and in other situations identified by the Executive Committee, members in good standing the entire bargaining unit will have the right to vote on the issue of whether to strike, including nonmembers.