



Oregon Nurses Association
Bargaining Unit Newsletter

Rogue Regional Medical Center (RRMC) Newsletter

Oct. 12, 2016

MEMBERSHIP MATTERS
For a better bargaining unit and a stronger voice for RRMC nurses

In this issue

Officer Elections - Page 1

Bylaws for Positions - Pages 2-4

Executive Committee

Chair

Fred Katz, RN
3 Tower

Vice-Chair

Vacant

Secretary

Vacant

Treasurer

George Haefling, RN,
Behavioral Health

Unit Rep Chair

Vacant

Grievance Chair

Rob Campbell, RN,
Endoscopy (Endo)

Communication, Newsletter

David Baca, RN,
Emergency

Member-at-Large

vacant

Membership Co-Chairs

Alex Krach, RN,
Emergency

Monica Verboomen, RN,
4 Tower

PNCC Chair

Rob Campbell RN,
Endoscopy (Endo)

ONA Labor Relations Representative

Susan Bruce, RN
541-261-8359

bruce@oregonRN.org

Officer Elections

Chairperson ___ Fred Katz

Treasurer ___ George Haefling

Secretary ___ Tonsina Wells

Membership Co-chairpersons: (choose 2)

___ Monica Verboomen

___ Alex Krach

Unit Representative Chairperson: (one year term)

___ Toni Asher

Member at large

___ Mary Sanderson (one year term)

Professional Nursing Care Committee

(Choose 5)

___ David Baca

___ George Haefling

___ Ori Meadows

___ Tiffany Allen

___ Kelly Church

___ Rob Campbell

Negotiation Team (Choose 6 plus 2 alternates)

___ Rob Campbell

___ Clarissa Carson

___ Keith Coddington

___ David Baca

___ Fred Katz

___ Mark Tonnesen

___ Michelle O'Hara

___ Michael Thompson

___ Monica Verboomen

Please thank all of our team members for the great job!

Officer and Negotiation Team Elections
Thursday, October 27

1000-2100

Cafeteria by ONA Bulletin Board

Oregon Nurses Association

18765 SW Boones Ferry Road
Suite 200, Tualatin OR 97062

1-800-634-3552 within Oregon

www.OregonRN.org

Bylaws for Positions

Term of Office: the term of office for all officers will commence on the executive committee 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

(Continued on Page 3)

Bylaws for Positions (Continued from Page 2)

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,

(Continued on Page 4)



Bylaws for Positions (Continued from Page 3)

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.

YES ON 97

Oregon Nurses Association (ONA) is proud to endorse [Measure 97](#) this November – the ballot measure that would hold some of the largest corporations accountable to working Oregonians. Measure 97 asks some of Oregon's largest companies – including the likes of Comcast, Wal-mart and Monsanto -- to invest in Oregon's communities by changing the tax code to ensure that C-corporations with over \$25 million in in-state sales pay their fair share in corporate taxes.

By law, the estimated \$6 billion in revenue Measure 97 would generate would be allocated to public education, senior services and health care. Part of this funding will help fill the anticipated gap in Medicaid funding to keep thousands of Oregonians on the Oregon Health Plan, extend care to uninsured children across the state, and help provide Oregonians with health services like school

nurses and basic public health programs.

In advocating for our patients, nurses

understand that Oregon schools

should be fully funded, all seniors should have services to stay safe and independent, and everyone should have access to quality, affordable health care. But none of that can happen when Oregon has the lowest corporate tax rate in the country.

To learn more and get involved in the Yes on 97 campaign, contact ONA's political organizer Chris at Hewitt@oregonrn.org or by calling 503-293-0011.

