

RNs United Local Bargaining Unit Rules

Alaska Nurses Association- Central Peninsula Hospital-Heritage
Place Soldotna, Alaska

Article I – Name

The name of this unit shall be the Central Peninsula Hospital and Heritage Place Local Unit of Soldotna, Alaska.

Article II – Objectives

The Objectives of this unit will be to:

1. Provide quality patient care and create a safe and productive work environment.
2. Service the professional employee interests of the registered nurses employed at Central Peninsula Hospital and Heritage Place through education, legislation, and other group activity(e.g. legislative, informational picket, ext.)
3. Advise and assist the Alaska Nurses Association in its dealings with the employer concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work. The Alaska Nurses Association shall be the exclusive bargaining representative on behalf of the Central Peninsula Hospital and Heritage place Nurses.
4. Promote professional and social unity between registered nurses of Central Peninsula Hospital, Heritage Place, and the entire profession.
5. Promote the Alaska Nurses Association (AaNA) and uphold the AaNA Bylaws and adhere to the ANA code for Nurses.

Article III – Membership

A. Eligibility. Membership eligibility shall be limited to those registered nurses employed at Central Peninsula Hospital or Heritage Place who are eligible to be members of a bargaining unit and who are members of the Alaska Nurses Association. The Alaska Nurses Association shall act as their representative for collective bargaining.

B. Rights of Individual Members. Rights of individual members in good standing shall include but not be limited to:

1. The right to attend membership meetings and participate in the business.
2. The right to be a candidate for office, and as a candidate have the right to have an observer at polling and tallying places (*fee payer exempt*)
3. The right to be notified of an election of officers at least fifteen (15) days prior to an election.
4. The right to vote for contract ratification, in referendums, in elections, and any other matters determined by the elected officers (*fee payer exempt*)
5. The right to file a complaint relative to election procedures. Such complaint must be filed in writing at the local level (*fee payer exempt*)
6. The right to a fair hearing of any disciplinary action.
7. The right to support the candidate of his or her choice without interference or penalties, or disciplinary action.

C. Obligations of Individual Members. Obligations of individual members in good standing shall include but not be limited to:

1. Pay AaNA dues on a timely basis.
2. Uphold the rules and policies of AaNA and the local unit.
3. Adhere to the ANA Code for Nurses.
4. Uphold the By laws of AaNA.

D. Compliance.

1. Authority. A member may be disciplined by AaNA for cause pursuant to and consistent with the AaNA bylaws.
2. Disciplinary Action.
 - a. A member may be expelled or censured by an impartial hearing panel by the AaNA Labor Council.

b. No disciplinary action shall be taken unless the member is served with specific written charges, including the article and Section of the Bylaws alleged to have been violated, and has time to prepare a defense.

Article IV – Officers

A. The officers of this unit shall be:

1. A President/Treasurer, a Vice President, a Secretary, and may have three (3) Grievance Officers, all of whom shall be members of the Alaska Nurses Association.
2. In the absence of the President, the Vice President or another appointed member of the unit, shall perform the duties of the President and shall become the President in case of a vacancy in that office.
3. Vacancies in any of this unit's offices shall be filled by simple majority election at a regular meeting of the local unit for the un-expired term.
4. Resignation from an elected position must be presented to the President in writing. If the president is unavailable the Vice President may accept the resignation.

B. Duties of Officers.

1. The President shall preside at all meetings of the unit and be an ex Officio member, with vote, on all committees.
2. The Vice President shall perform the duties of the President in the absence of the President, shall make arrangements for all meetings, authorize payment of bills that have been approved by the President or Secretary, keep an itemized account of all receipts and disbursements, and give a financial report at each local unit meeting and shall perform other duties as may be assigned.
3. The Secretary shall send out notices of all meetings as necessary, see that notices of all meetings are posted on the proper bulletin boards, keep the minutes of all meetings, keep the roll of all members, preserve all correspondence and other records of the group, and furnish committees with all papers referred to them. The Secretary shall also supply the AaNA labor Council with a current copy of the

unit's rules and any amendments. The Secretary shall also notify officers and committees of their election and/or appointment. Minutes from the meetings should be reviewed by the President or Vice President of the unit for approval and present at the next general membership meeting.

4. The Grievance Officers shall be the liaisons between the unit and AaNA to advise and assist AaNA in the Association's dealings with the Employer concerning grievances. Training will be made available within the first year in office.

5. Standing and special committees shall be appointed by the officers.

Article V – Election and Voting

A. Nominations.

1. Candidates may be nominated to the ballot by recommendation of the nominating committee, or by nomination at a regular meeting by self or another member.

2. All nominations will be with the agreement of the nominee.

3. Write-in candidates will not be permitted.

4. All candidates must have equal campaign privileges.

5. Local unit funds may not be used to fund campaigns.

B. Terms of Office.

1. A term of office shall begin upon verification of the election.

2. AaNA shall be notified of election results within fifteen(15) days of election.

3. The elected term of office is 3 years with no term limits.

4. Elections will be held in December.

C. Eligibility for Office.

1. A candidate must be an full AaNA member in good standing before running for office (*fee payer exempt*).

2. A member shall be in eligible for a candidacy for office of the local unit if he/she holds a membership in and advocates a rival organization or in advocating the withdrawal from AaNA.

3. Any elected or appointed officer may be removed at will by those persons who elected or appointed him/her by majority vote, whenever it is in the best interest of the organization, or for cause.

D. Notification

Members shall be notified by posting on bulletin board fifteen (15) days prior to an election of officers. Member may also be notified via email, Facebook, phone call, and other social media.

E. Ballots

1. Elections shall be by secret ballot. Balloting may be conducted by mail. Absentee ballots may be available, if requested from an Officer. Absentee ballots must be requested and submitted greater than 48 hours prior to the election.

2. Any full member of the local unit may challenge the election. Such challenges must be submitted in writing to the local unit president and AaNA Labor Council within seven (7) days of election verification.

F. Voting

1. Each member of the unit shall be eligible to cast one (1) vote per issue.

2. The election procedure shall follow the requirements of all applicable laws, which govern the local unit.

3. A majority of members voting shall constitute an election of officers.

4. The local unit shall conduct ratification votes at the request of the AaNA. All AaNA members in good standing shall be eligible to vote. Voting shall be by secret ballot.

5. When taking a strike vote at the request of the Alaska Nurses Association, sixty-seven (67%) majority of bargaining unit members shall be required to authorize a strike date to be set by the Alaska Nurses Association.

6. Contracts are ratified by a simple majority of bargaining unit members voting. Ratification elections shall be held at a time and place that allow for all shifts of nurses to vote.

Article VI – Committees

A. Authority. The officers shall appoint committees and define their authorities and responsibilities where not stated in these rules.

B. Composition. The committees shall be composed of members of the unit, who shall be AaNA members in good standing (*fee payer exempt*).

C. Reporting. Committees shall report to the membership when requested.

D. Standing Committees.

1. The Negotiating Advisory Committee shall be comprised of all bargaining unit members who are AaNA members.

1. This committee shall assist the negotiating team and AaNA in drafting contract language.

2. Advise and assist the negotiating team and AaNa during the negotiating process.

2. The negotiating team shall consist of the President, Vice President, Secretary, Grievance Officers, a non negotiator note keeper to be appointed by the negotiating team, and a Professional Negotiator to be determined and agreed upon by the AaNA and the local bargaining unit officers. To assist in negotiations, this team reserves the right to authorize a floating seat for outside experts, alternate members, and/or a guest position regarding contract issues related to their specific nursing unit,

3. Nurse Professional Practice Committee

Article VII – Meetings

A. There shall be at least three (3) meetings of the unit per year, the time and place to be determined by the elected officers.

1. Members shall be notified by written notice of meeting time and place via bulletin board, which is the primary means of communication. Other acceptable means of communication are email, Facebook, Text message, and phone call.

B. Special meetings may be called by the President or if requested by ten percent (10%) of the unit membership.

C. Two (2) officers and five (5) members shall constitute a quorum at any meeting of this unit.

Article VIII – Parliamentary Authority

The rules contained in Robert’s “Rules of Order, revised” shall govern meeting of this unit in all cases in which they are not inconsistent with these rules.

Article IX- Amendments

A. These rules may be amended by any regular meeting by a two-thirds(2/3) vote of the members present and voting, provided the proposed amendments have been known to all members at least fifteen days previous to the meeting.

B. these rules may be amended without previous notice at any meeting by a unanimous vote of all members of the local unit.

C. Amendments must be submitted to the AnNA labor council for approval.

The effective date of these rules shall be January 18, 2018

Katie Davis RN RN's untied president

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