
Annual House of Delegates Meeting

October 17-19, Duluth, Minnesota

Proposed Bylaws Amendments and Resolutions



2010 MNA PROPOSED BYLAWS

(These proposals have been reviewed by the MNA Committee on Bylaws and are in order for consideration)

PROPOSED BYLAW AMENDMENT	BYLAW AS AMENDED If Adopted	RATIONALE/INTENT Submitted by	CURRENT BYLAW LANGUAGE
<p>Amendment #1</p> <p>ARTICLE VI - NOMINATIONS AND ELECTIONS</p> <p>Section 1. Committee on NominationsElections.</p> <p>a. Composition. The Committee on Nominations<u>Elections</u> shall consist of nine (9) persons elected <u>appointed</u> to two<u>three</u>- (2)3 year terms: six <u>seven</u> (6)7 shall be members covered by bargaining units represented by MNA; and two (2) shall be from the general membership; and no more than one (1) shall be a non-registered nurse-bargaining unit person who pays MNA a representation fee. If there is no MNA representation fee nominee, this slot may be filled by any MNA member. The chairperson will be elected by the Committee on Nominations<u>Elections</u> members at their first meeting.</p> <p>b. Responsibilities and Functions. It shall be the responsibility of the Committee on Nominations<u>Elections</u> to recruit MNA members to run for open MNA positions and <u>prepare a ballot for all elected offices.</u></p> <p>The RN members of the Committee on Nominations shall prepare ballots for the Board of Directors, Commission on Education, Commission on Governmental Affairs, Commission on Nursing Practice, and for the general membership persons on the Committee on Nominations in accordance with these Bylaws. Only members of the committee who are covered by an MNA collective</p>	<p>ARTICLE VI - NOMINATIONS AND ELECTIONS</p> <p>Section 1. Committee on Elections.</p> <p>a. Composition. The Committee on Elections shall consist of nine (9) persons appointed to three- (3) year terms: seven (7) shall be members covered by bargaining units represented by MNA and two (2) shall be from the general membership. The chairperson will be elected by the Committee on Elections members at their first meeting.</p> <p>b. Responsibilities and Functions. It shall be the responsibility of the Committee on Elections to recruit MNA members to run for open MNA positions and prepare a ballot for all elected offices.</p>	<p>Submitted by: Gretchen Kingsley, Chair, Election Task Force</p> <p>Rationale:</p> <p>After thorough review of the MNA Election Process from a task force directed by the MNA House of Delegates we, the task force, recommend major changes to the MNA Election Process. The task force believes these changes are necessary in order to:</p> <ul style="list-style-type: none"> • Streamline the process • Encourage wider participation • Ensure compliance with the Department of Labor Guidelines • Adapt to potential structure changes at MNA • Recognize the National Nurses United <p>Three year terms are recommended by the task force because:</p> <ol style="list-style-type: none"> a. It often takes 6 months to a year to acclimate to the elected role b. Statewide elections are costly to the organization - it currently requires approx. \$80,000 per election. 	<p>ARTICLE VI - NOMINATIONS AND ELECTIONS</p> <p>Section 1. Committee on Nominations.</p> <p>a. Composition. The Committee on Nominations shall consist of nine (9) persons elected to two- (2) year terms: six (6) shall be members covered by bargaining units represented by MNA; two (2) shall be from the general membership; and no more than one (1) shall be a non-registered nurse bargaining unit person who pays MNA a representation fee. If there is no MNA representation fee nominee, this slot may be filled by any MNA member. The chairperson will be elected by the Committee on Nominations members at their first meeting.</p> <p>b. Responsibilities and Functions. It shall be the responsibility of the Committee on Nominations to prepare a ballot for all elected offices.</p> <p>The RN members of the Committee on Nominations shall prepare ballots for the Board of Directors, Commission on Education, Commission on Governmental Affairs, Commission on Nursing Practice, and for the general membership persons on the Committee on Nominations in accordance with these Bylaws. Only members of the committee who are covered by an MNA collective bargaining agreement shall prepare the ballots for the Commission on</p>

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<p>bargaining agreement shall prepare the ballots for the Commission on Economic and General Welfare and the collective bargaining portion of the Committee on Nominations.</p> <p>Section 2. Nominations.</p> <p>a. Delegates to the Minnesota State AFL-CIO Annual Constitution Convention.</p> <p>1. The number of delegates allowed will be determined by the Minnesota AFL-CIO Constitution.</p> <p>2. Nominees for delegates to the AFL-CIO Constitution Convention shall be MNA members in good standing.</p> <p>3. Election of delegates will be held in conjunction with MNA elections.</p> <p>4. Each delegate and alternate shall serve a twothree-year term.</p> <p>5. Members covered by a MNA collective bargaining agreement are eligible to vote for the delegates to the AFL-CIO Constitution Convention.</p> <p>b. The MNA Committee on Nominations Elections shall issue a <i>Call for Candidate Form</i> to all MNA standard members. The Call will also be made to non-RNs eligible to hold office.</p> <p>c. Nominees for a minimum of one (1) vacancy on the Board of Directors should be a previous Board member.</p> <p>d. MNA members shall be eligible to serve concurrently in only one of the following offices: MNA Board of Directors, MNA Commissions, or MNA Committee on Nominations Elections. A member holding one elective office and nominated for another shall be required to resign from the first position if elected. No member shall be a candidate for more than one office in the same election. This provision applies to all elective positions except MNA delegates,</p>	<p>Section 2. Nominations.</p> <p>a. Delegates to the Minnesota State AFL-CIO Annual Constitution Convention.</p> <p>1. The number of delegates allowed will be determined by the Minnesota AFL-CIO Constitution.</p> <p>2. Nominees for delegates to the AFL-CIO Constitution Convention shall be MNA members in good standing.</p> <p>3. Election of delegates will be held in conjunction with MNA elections.</p> <p>4. Each delegate and alternate shall serve a three-year term.</p> <p>5. Members covered by a MNA collective bargaining agreement are eligible to vote for the delegates to the AFL-CIO Constitution Convention.</p> <p>b. The MNA Committee on Elections shall issue a <i>Call for Candidate Form</i> to all MNA standard members.</p> <p>c. Nominees for a minimum of one (1) vacancy on the Board of Directors should be a previous Board member.</p> <p>d. MNA members shall be eligible to serve concurrently in only one of the following offices: MNA Board of Directors, or MNA Committee on Elections. A member holding one elective office and nominated for another shall be required to resign from the first position if elected. No member shall be a candidate for more than one office in the same election. This provision applies to all elective positions except MNA delegates, delegates to the National Labor Assembly of the NNU, and delegates to the Minnesota State</p>		<p>Economic and General Welfare and the collective bargaining portion of the Committee on Nominations.</p> <p>Section 2. Nominations.</p> <p>a. Delegates to the Minnesota State AFL-CIO Annual Constitution Convention.</p> <p>1. The number of delegates allowed will be determined by the Minnesota AFL-CIO Constitution.</p> <p>2. Nominees for delegates to the AFL-CIO Constitution Convention shall be MNA members in good standing.</p> <p>3. Election of delegates will be held in conjunction with MNA elections.</p> <p>4. Each delegate and alternate shall serve a two-year term.</p> <p>5. Members covered by a MNA collective bargaining agreement are eligible to vote for the delegates to the AFL-CIO Constitution Convention.</p> <p>b. The MNA Committee on Nominations shall issue a <i>Call for Candidate Form</i> to all MNA members. The Call will also be made to non-RNs eligible to hold office.</p> <p>c. Nominees for a minimum of one (1) vacancy on the Board of Directors should be a previous Board member.</p> <p>d. MNA members shall be eligible to serve concurrently in only one of the following offices: MNA Board of Directors, MNA Commissions, or MNA Committee on Nominations. A member holding one elective office and nominated for another shall be required to resign from the first position if elected. No member shall be a candidate for more than one office in the same election. This provision applies to all elective positions except MNA delegates, delegates to the National Labor</p>

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<p>delegates to the National Labor Assembly of the UANNNU, and delegates to the Minnesota State AFL-CIO Constitution Convention (hereinafter referred to as delegates).</p> <p>e. After April 1 of any election year, a member of the Committee on Nominations-Elections may not become a candidate for MNA office, except delegates. Any Committee member who chooses to run for MNA office other than delegate will not participate in ballot preparation for the MNA office for which she/he is a candidate.</p> <p>f. Delegates to the National Labor Assembly of the UANNNU shall be elected in accordance with the UANNNU Constitution, MNA Bylaws, and MNA Policies.</p> <p>g. A copy of the ballot shall be submitted to the president of MNA and publicized to the members at least ninety (90) days in advance of the election; and</p> <p>h. A member qualified for office may self-nominate as a candidate according to established MNA Policies and Procedures.</p> <p>i. Candidates for MNA office who qualify under more than one membership category as defined in Article III, Section 3, must designate a single membership category that will determine eligibility and placement throughout the entire ballot. The member must make this choice for each election cycle, except that in no case shall a statutory supervisor or manager, as defined by labor law, be allowed to run or serve in any non-supervisory or non-managerial position or category.</p>	<p>AFL-CIO Constitution Convention (hereinafter referred to as delegates).</p> <p>e. After April 1 of any election year, a member of the Committee on Elections may not become a candidate for MNA office, except delegates. Any Committee member who chooses to run for MNA office other than delegate will not participate in ballot preparation for the MNA office for which she/he is a candidate.</p> <p>f. Delegates to the National Labor Assembly of the NNU shall be elected in accordance with the NNU Constitution, MNA Bylaws, and MNA Policies.</p> <p>g. A copy of the ballot shall be submitted to the president of MNA and publicized to the members at least ninety (90) days in advance of the election; and</p> <p>h. A member qualified for office may self-nominate as a candidate according to established MNA Policies and Procedures.</p> <p>i. Candidates for MNA office who qualify under more than one membership category as defined in Article III, Section 3, must designate a single membership category that will determine eligibility and placement throughout the entire ballot. The member must make this choice for each election cycle, except that in no case shall a statutory supervisor or manager, as defined by labor law, be allowed to run or serve in any non-supervisory or non-managerial position or category.</p>		<p>Assembly of the UAN, and delegates to the Minnesota State AFL-CIO Constitution Convention (hereinafter referred to as delegates).</p> <p>e. After April 1 of any election year, a member of the Committee on Nominations may not become a candidate for MNA office, except delegates. Any Committee member who chooses to run for MNA office other than delegate will not participate in ballot preparation for the MNA office for which she/he is a candidate.</p> <p>f. Delegates to the National Labor Assembly of the UAN shall be elected in accordance with the UAN Constitution, MNA Bylaws, and MNA Policies.</p> <p>g. A copy of the ballot shall be submitted to the president of MNA and publicized to the members at least ninety (90) days in advance of the election; and</p> <p>h. A member qualified for office may self-nominate as a candidate according to established MNA Policies and Procedures.</p> <p>i. Candidates for MNA office who qualify under more than one membership category as defined in Article III, Section 3, must designate a single membership category that will determine eligibility and placement throughout the entire ballot. The member must make this choice for each election cycle, except that in no case shall a statutory supervisor or manager, as defined by labor law, be allowed to run or serve in any non-supervisory or non-managerial position or category.</p>

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<p>Section 3. Elections.</p> <p>a. Elections <u>of MNA Board of Directors and delegates to the NNU and the AFL-CIO</u> shall be by mailed ballot and conducted in compliance with applicable federal and state labor law. All other eElections (e.g. commissioners or of MNA delegates) <u>shall be conducted statewide by bargaining units and category per MNA policy and procedure.</u></p> <p>b. All regular elections shall be in odd-numbered every three years. Special elections may be called by the MNA House of Delegates or MNA Board of Directors.</p> <p>c. All MNA Standard members are eligible to vote as follows:</p> <p><u>Collective Bargaining Unit members:</u></p> <ul style="list-style-type: none"> ➤ MNA Board of Directors ➤ Commissions on Economic and General Welfare, Education, Governmental Affairs, and Nursing Practice ➤ Delegates to the MNA House of Delegates (by <u>geographic area bargaining unit</u>) ➤ Delegates to the Minnesota AFL-CIO Convention ➤ Delegates to the United American Nurses (UAN) <u>National Nurses United (NNU)</u> National Labor Assembly <p><u>Non-Collective Bargaining/Non-Supervisory (NCBNS) Unit members:</u></p> <ul style="list-style-type: none"> ➤ MNA Board of Directors ➤ Commissions on Economic and General Welfare, Education, Governmental Affairs, and Nursing Practice ➤ Delegates to MNA House of Delegates in the <u>NCBNS non bargaining unit</u> category 	<p>Section 3. Elections.</p> <p>a. Elections of MNA Board of Directors and delegates to the NNU and the AFL-CIO shall be by mailed ballot and conducted in compliance with applicable federal and state labor law. Elections of MNA delegates shall be conducted by bargaining units and category per MNA policy and procedure.</p> <p>b. All regular elections shall be every three years. Special elections may be called by the MNA House of Delegates or MNA Board of Directors.</p> <p>c. Standard members are eligible to vote as follows:</p> <p><u>Bargaining Unit members:</u></p> <ul style="list-style-type: none"> ➤ MNA Board of Directors ➤ Commissions on Economic and General Welfare, Education, Governmental Affairs, and Nursing Practice ➤ Delegates to the MNA House of Delegates (by bargaining unit) ➤ Delegates to the Minnesota AFL-CIO Convention ➤ Delegates to the National Nurses United (NNU) National Labor Assembly <p><u>Non Bargaining Unit members:</u></p> <ul style="list-style-type: none"> ➤ MNA Board of Directors ➤ Commissions on Economic and General Welfare, Education, Governmental Affairs, and Nursing Practice ➤ Delegates to MNA House of Delegates in the non bargaining unit category 		<p>Section 3. Elections.</p> <p>a. Elections shall be by mailed ballot and conducted in compliance with applicable federal and state labor law.</p> <p>b. All regular elections shall be in odd-numbered years. Special elections may be called by the MNA House of Delegates or MNA Board of Directors.</p> <p>c. All MNA members are eligible to vote as follows:</p> <p><u>Collective Bargaining members:</u></p> <ul style="list-style-type: none"> ➤ MNA Board of Directors ➤ Commissions on Economic and General Welfare, Education, Governmental Affairs, and Nursing Practice ➤ Committee on Nominations ➤ Delegates to the MNA House of Delegates (by geographic area) ➤ Delegates to the Minnesota AFL-CIO Convention ➤ Delegates to the United American Nurses (UAN) National Labor Assembly <p><u>Non-Collective Bargaining/Non-Supervisory (NCBNS) members:</u></p> <ul style="list-style-type: none"> ➤ MNA Board of Directors ➤ Commissions on Economic and General Welfare, Education, Governmental Affairs, and Nursing Practice ➤ Committee on Nominations ➤ Delegates to MNA House of Delegates in the NCBNS category <p><u>Supervisory Members:</u></p> <ul style="list-style-type: none"> ➤ MNA Board of Directors ➤ Commissions on Education, Governmental Affairs, and Nursing Practice (excluding the Commission on Economic and General Welfare) ➤ Committee on Nominations (excluding the two non-RN positions) ➤ Delegates to the MNA House of

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<p>Supervisory Members:</p> <ul style="list-style-type: none"> ➤ MNA Board of Directors ➤ Commissions on Education, Governmental Affairs, and Nursing Practice (excluding the Commission on Economic and General Welfare) ➤ Committee on Nominations (excluding the two non-RN positions) ➤ Delegates to the MNA House of Delegates in the Supervisory Category <p>— Non-Registered Nurses who pay a representation fee:</p> <ul style="list-style-type: none"> ➤ Commission on Economic and General Welfare ➤ Committee on Nominations (including two non-RN slots) <p>d. MNA House of Delegates: Delegates to the MNA House of Delegates shall be elected by category.</p> <ol style="list-style-type: none"> 1. Collective bargaining members shall elect collective bargaining unit delegates <u>by bargaining unit</u>. 2. Non-collective bargaining and non-supervisory members shall elect non- collective bargaining <u>unit and non-supervisory</u> delegates <u>by category on an organizational basis</u>. 3. Supervisory members shall elect supervisory delegates. 4. Retired members who are not working shall run for delegate in the category they were in immediately prior to retirement. <p>e. A plurality of votes of those voting in any election shall constitute an election. In case of a tie, the choice shall be decided by lot in accordance with MNA Policies and Procedures.</p> <p>f. All official election records shall be preserved for one (1) year.</p>	<p>d. MNA House of Delegates: Delegates to the MNA House of Delegates shall be elected by category.</p> <ol style="list-style-type: none"> 1. Collective bargaining members shall elect bargaining unit delegates by bargaining unit. 2. Non-collective bargaining members shall elect non-bargaining unit delegates by category on a organizational basis. <p>e. A plurality of votes of those voting in any election shall constitute an election. In case of a tie, the choice shall be decided by lot in accordance with MNA Policies and Procedures.</p> <p>f. All official election records shall be preserved for one (1) year.</p>	<p>This section would be deleted due to proposed Structure changes.</p> <p>Again, the task force believes these changes are necessary in order to:</p> <ul style="list-style-type: none"> • Streamline the process • Encourage wider participation and representation - through each bargaining unit • Ensure compliance with the Department of Labor Guidelines <p>Retired members now fall into the non-collective bargaining category.</p>	<p>Delegates in the Supervisory Category</p> <p>Non-Registered Nurses who pay a representation fee:</p> <ul style="list-style-type: none"> ➤ Commission on Economic and General Welfare ➤ Committee on Nominations (including two non-RN slots) <p>e. MNA House of Delegates: Delegates to the MNA House of Delegates shall be elected by category.</p> <ol style="list-style-type: none"> 1. Collective bargaining members shall elect collective bargaining delegates. 2. Non-collective bargaining and non-supervisory members shall elect non-collective bargaining and non-supervisory delegates. 3. Supervisory members shall elect supervisory delegates. 4. Retired members who are not working shall run for delegate in the category they were in immediately prior to retirement. <p>e. A plurality of votes of those voting in any election shall constitute an election. In case of a tie, the choice shall be decided by lot in accordance with MNA Policies and Procedures.</p> <p>f. All official election records shall be preserved for one (1) year.</p>

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<p>Section 4. Terms of Office.</p> <p>a. Terms of office shall begin at the adjournment of the House of Delegates<u>January 1 following an MNA Election</u> at which the election is declared or at the Board of Directors meeting following a Special Election;</p> <p>b. Officers, directors, commissioners, members of the Committee on Nominations, and delegates shall be elected biennially for terms of office specified in each respective section of these bylaws;</p> <p>c. No officer shall serve more than two-three (23) <u>twothree- (23)</u> consecutive year terms in the same office nor shall any officer or director serve more than a total of six-nine (69) consecutive years on the Board. No member of a commission shall serve more than two-three (23) consecutive terms as chair or a total of six-nine (69) consecutive years on a commission.</p>	<p>Section 4. Terms of Office.</p> <p>a. Terms of office shall begin January 1 following an MNA Election at which the election is declared or at the Board of Directors meeting following a Special Election;</p> <p>b. Officers, directors, commissioners and delegates shall be elected for terms of office specified in each respective section of these bylaws;</p> <p>c. No officer shall serve more than three (3) consecutive three- (3) year terms in the same office nor shall any officer or director serve more than a total of nine (9) consecutive years on the Board. No member of a commission shall serve more than three (3) consecutive terms as chair or a total of nine (9) consecutive years on a commission.</p>		<p>Section 4. Terms of Office.</p> <p>c. No officer shall serve more than two (2) consecutive two (2) year terms in the same office nor shall any officer or director serve more than a total of six (6) consecutive years on the Board. No member of a commission shall serve more than two (2) consecutive terms as chair or a total of six (6) consecutive years on a commission.</p>

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<p>Amendment #2</p> <p>ARTICLE VII - STANDING COMMITTEES</p> <p>Section 1. Definition and Composition. Standing committees shall assume such duties as are specified in these bylaws and such other duties as may be assigned by the MNA Board of Directors.</p> <p>Standing committees shall consist of no fewer than five (5) persons. The standing committees are:</p> <ul style="list-style-type: none"> a. MNA Committee on Bylaws b. MNA Committee on Ethics c. MNA Committee on Membership d. MNA Committee on Honors and Awards e. <u>MNA Committee on Elections</u> <p><u>Section 9. MNA Committee on Elections. The MNA Committee on Elections shall:</u></p> <ol style="list-style-type: none"> 1. <u>Administer the MNA Election per MNA Election Guidelines and in conjunction with Department of Labor Guidelines.</u> 2. <u>Oversee the final preparation of ballots of MNA Officers.</u> 3. <u>Issue letters for election conduct or campaign violations.</u> 	<p>ARTICLE VII - STANDING COMMITTEES</p> <p>Section 1. Definition and Composition. Standing committees shall assume such duties as are specified in these bylaws and such other duties as may be assigned by the MNA Board of Directors.</p> <p>Standing committees shall consist of no fewer than five (5) persons. The standing committees are:</p> <ul style="list-style-type: none"> a. MNA Committee on Bylaws b. MNA Committee on Ethics c. MNA Committee on Membership d. MNA Committee on Honors and Awards e. MNA Committee on Elections <p>Section 9. MNA Committee on Elections. The MNA Committee on Elections shall:</p> <ol style="list-style-type: none"> 1. Administer the MNA Election per MNA Election Guidelines and in conjunction with Department of Labor Guidelines. 2. Oversee the final preparation of ballots of MNA Officers. 3. Issue letters for election conduct or campaign violations. 	<p>Submitted by: Gretchen Kingsley, Chair, Election Task Force</p> <p>Rationale:</p> <p>Again, after thorough review of the MNA Election Process by the Election Task Force it was determined that member oversight and a new committee that would oversee the entire MNA Election was necessary.</p>	
<p>Amendment #3</p> <p>ARTICLE I - TITLE AND FUNCTIONS</p> <p>Section 1. Name and Affiliations. The name of the Association shall be the Minnesota Nurses Association, hereinafter referred to as MNA, <u>and in reference to affiliations National Nurses United an affiliate of the United American Nurses,</u> hereinafter referred to as the <u>UANNU.</u></p>	<p>ARTICLE I - TITLE AND FUNCTIONS</p> <p>Section 1. Name and Affiliations. The name of the Association shall be the Minnesota Nurses Association, hereinafter referred to as MNA, and in reference to affiliations National Nurses United hereinafter referred to as the NNU.</p> <p>MNA is a wholly autonomous, self-</p>	<p>Submitted by: Laurie Bahr, Gail Olson, Eric Tronnes, Mary McGibbon, Robert Pandiscio, Naomi English, and Mary Turner.</p> <p>MNA has had a long history of being autonomous. MNA has a long and proud history of being an autonomous organization, with full authority of all</p>	<p>ARTICLE I - TITLE AND FUNCTIONS</p> <p>Section 1. Name and Affiliations. The name of the Association shall be the Minnesota Nurses Association, hereinafter referred to as MNA, an affiliate of the United American Nurses, hereinafter referred to as the UAN.</p>

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<p><u>MNA is a wholly autonomous, self-governing labor organization. In all respects MNA has its own governing documents, and has sole authority to establish and implement its own policies. MNA is fiscally and administratively independent. This Autonomy as depicted shall not be changed outside of MNA House of Delegate approval.</u></p> <p><u>MNA, as an autonomous organization with full fiscal authority, will have approval of the majority of the MNA Board of Directors when there is possible use of any MNA resources inclusive of paid staff, outside of the work directed by the MNA Board of Directors.</u></p>	<p>governing labor organization. In all respects MNA has its own governing documents, and has sole authority to establish and implement its own policies. MNA is fiscally and administratively independent. This Autonomy as depicted shall not be changed outside of MNA House of Delegate approval.</p> <p>MNA, as an autonomous organization with full fiscal authority, will have approval of the majority of the MNA Board of Directors when there is possible use of any MNA resources inclusive of paid staff, outside of the work directed by the MNA Board of Directors.</p>	<p>aspects of the functions of the organization.</p> <p>MNA has successfully acted and defended against all risks to our Organizational Autonomy when threatened by external National Organizations (e.g. ANA, etc.)</p> <p>MNA members, as a whole, have an ongoing right to full local influence in the governance and direction of the MNA especially in the deliberations and accountability with any potential external relationships and coalitions (including labor, nursing or political affiliations.)</p> <p>MNA Bylaws should reflect, within its content, a well established statement of sustained desire of members to retain all aspects of autonomy and authority of their nursing organization.</p>	

<p>Amendment #4</p> <p>ARTICLE VI - NOMINATIONS AND ELECTIONS</p> <p>Section 2. Nominations.</p> <p>f. Delegates <u>and officers elected for purposes of MNA representation to any National affiliate to the National Labor Assembly of the NNU shall be elected will be</u> in accordance with the NNU Constitution, MNA Bylaws, and MNA Policies.</p> <p>Section 3. Elections.</p> <p>a. Elections, <u>including to any national affiliation</u>, shall be by mailed ballot for purposes of a member wide vote and conducted in compliance with applicable federal and state labor law.</p>	<p>ARTICLE VI - NOMINATIONS AND ELECTIONS</p> <p>Section 2. Nominations.</p> <p>f. Delegates and officers elected for purposes of MNA representation to any National affiliate will be in accordance with MNA Bylaws and Policies.</p> <p>Section 3. Elections.</p> <p>b. Elections, including to any national affiliation, shall be by mailed ballot for purposes of a member wide vote and conducted in compliance with applicable federal and state labor law.</p>	<p>Submitted by: Laurie Bahr</p> <p>This amendment assures all MNA members that we have an open and transparent process in the election of MNA officers to a national affiliate.</p> <p>MNA membership, as a whole in a democratic union, should have full direct voice and vote to the elected representation on behalf of MNA.</p> <p>MNA should have full control and authority of the decisions to elect and determine those who represent them. That positions on Boards of Directors, officer positions within the State and National governance structure and as delegates to any nationally convened body of governance.</p>	<p>ARTICLE VI - NOMINATIONS AND ELECTIONS</p> <p>Section 2. Nominations.</p> <p>f. Delegates to the National Labor Assembly of the NNU shall be elected in accordance with the NNU Constitution, MNA Bylaws, and MNA Policies.</p> <p>Section 3. Elections.</p> <p>c. Elections shall be by mailed ballot and conducted in compliance with applicable federal and state labor law.</p>
<p>Amendment #5</p> <p>ARTICLE II - MEMBERSHIP AND DUES</p> <p>Section 6. Dues.</p> <p>a. Dues amendments may only result from action by the Board of Directors or the House of Delegates.</p> <p>b. A change to the dues structure may be amended by a majority vote of the members voting through secret ballot at any MNA Convention, provided proper notice has been given to all members. Absentee ballots will be available upon</p>	<p>ARTICLE II - MEMBERSHIP AND DUES</p> <p>Section 6. Dues.</p> <p>a. Dues amendments may only result from action by the Board of Directors or the House of Delegates.</p> <p>b. A change to the dues structure may be amended by a majority vote of the members voting through secret ballot at any MNA Convention, provided proper notice has been given to all members. Absentee ballots will be available upon</p>	<p>Submitted by: Sandy Simon and Chris Navratil through the Picketing Fund Committee: Gail Olson & Pat Dwyer.</p> <p>The Picket Fund would be another resource for supporting all MNA members in good standing financially during an open ended strike.</p> <p>The Picket Fund is for everyone and not based on financial hardship. It would be as follows:</p> <p>1. Every MNA standard member would</p>	<p>ARTICLE II - MEMBERSHIP AND DUES</p> <p>Section 6. Dues.</p> <p>a. Dues amendments may only result from action by the Board of Directors or the House of Delegates.</p> <p>b. A change to the dues structure may be amended by a majority vote of the members voting through secret ballot at any MNA Convention, provided proper notice has been given to all members. Absentee</p>

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<p>member request and in accordance with procedures developed by the MNA Board of Directors.</p> <p>c. Membership rights shall be forfeited upon failure to pay dues as required by MNA policy.</p> <p>d. MNA is a member of the National Nurses United (NNU) and shall pay dues to the NNU in accordance with their policies. The annual MNA dues for a member shall include the NNU dues assessment paid by the Association to the NNU. Any increase or decrease in the assessment paid by the Association to the NNU shall automatically increase or decrease MNA annual dues.</p> <p>e. Dues for the DNA may be paid concurrently with payment of MNA dues.</p> <p>f. Individual members may allocate a specific and a limited portion of dues to various MNA funds and/or programs according to policies established by action at any annual or special meeting of the House of Delegates according to requirements in Article XV, Amendments, Sections 1 and 2.</p> <p><u>g. Every standard (regular) member shall pay \$1.00 per pay period (or \$26 a year) to the MNA Picketing Fund.</u></p>	<p>member request and in accordance with procedures developed by the MNA Board of Directors.</p> <p>c. Membership rights shall be forfeited upon failure to pay dues as required by MNA policy.</p> <p>d. MNA is a member of the National Nurses United (NNU) and shall pay dues to the NNU in accordance with their policies. The annual MNA dues for a member shall include the NNU dues assessment paid by the Association to the NNU. Any increase or decrease in the assessment paid by the Association to the NNU shall automatically increase or decrease MNA annual dues.</p> <p>e. Dues for the DNA may be paid concurrently with payment of MNA dues.</p> <p>f. Individual members may allocate a specific and a limited portion of dues to various MNA funds and/or programs according to policies established by action at any annual or special meeting of the House of Delegates according to requirements in Article XV, Amendments, Sections 1 and 2.</p> <p>g. Every standard (regular) member shall pay \$1.00 per pay period (or \$26 a year) to the MNA Picketing Fund.</p>	<p>contribute \$1.00 per pay period or \$26.00 a year.</p> <ol style="list-style-type: none"> 2. The money would be paid for members striking on an open ended strike only after putting in 20 hours of volunteer picketing and only until picket fund is depleted. 3. The Picket Fund would be used for striking members in good standing with the union (i.e. member has not crossed current picket line, and dues are up to date.) 4. Picketing would be in 4 hour intervals paying \$10.00/hr. for a maximum of 4 hours a day. Each member must sign in at the beginning of a shift and sign out at the end of a shift in order to be paid. Each member asking to be paid must complete a 4 hour shift consecutively. 5. Members are not required to be paid to picket it is strictly an option until funds have been depleted. 6. Picket Fund will not be used for other funds (i.e. loans or hardships.) The fund is set up to pay members to picket. 7. Family members or friends of members will not qualify to be paid for representation of a member on the picket line. <p>In closing, Chris Navratil and Sandy Simon would like our current MNA House of Delegates to seriously consider this Picket Fund as an additional tool in building this union to one of the strongest unions around. We believe we represent a majority of MNA nurses that would look at this as being a positive change and would be supportive of this Picket Fund.</p> <p>PROVISO: This amendment, if adopted, is pending an all member vote which would be held at the 2011 MNA Convention - October, 2011.</p>	<p>ballots will be available upon member request and in accordance with procedures developed by the MNA Board of Directors.</p> <p>c. Membership rights shall be forfeited upon failure to pay dues as required by MNA policy.</p> <p>d. MNA is a member of the United American Nurses (UAN) and shall pay dues to the UAN in accordance with their policies. The annual MNA dues for a member shall include the UAN dues assessment paid by the Association to the UAN. Any increase or decrease in the assessment paid by the Association to the UAN shall automatically increase or decrease MNA annual dues.</p> <p>e. Dues for the DNA may be paid concurrently with payment of MNA dues.</p> <p>f. Individual members may allocate a specific and a limited portion of dues to various MNA funds and/or programs according to policies established by action at any annual or special meeting of the House of Delegates according to requirements in Article XV, Amendments, Sections 1 and 2.</p>

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<p>ARTICLE IV - BOARD OF DIRECTORS</p> <p>Section 4. Responsibilities. The Board of Directors shall:</p> <p>a. . . .</p> <p>b. . . .</p> <p>v. establish all MNA awards and approve all award recipients.</p> <p><u>w. establish MNA Picketing Fund for MNA striking nurses.</u></p>	<p>ARTICLE IV - BOARD OF DIRECTORS</p> <p>Section 4. Responsibilities. The Board of Directors shall:</p> <p>a. . . .</p> <p>b. . . .</p> <p>v. establish all MNA awards and approve all award recipients.</p> <p>w. establish MNA Picketing Fund for MNA striking nurses.</p>		<p>ARTICLE IV - BOARD OF DIRECTORS</p> <p>Section 4. Responsibilities. The Board of Directors shall:</p> <p>a. . . .</p> <p>b. . . .</p> <p>v. establish all MNA awards and approve all award recipients.</p>
<p>Amendment #6</p> <p>ARTICLE II - MEMBERSHIP AND DUES</p> <p>Section 5. Disciplinary Action. The MNA Board shall establish and maintain a complaint procedure which shall make provisions for fair hearing, appeal, and reinstatement.</p> <p>No such action shall be taken against a member until such member shall have been served written specific charges, given reasonable time to prepare a defense, and an opportunity for a full and fair hearing.</p> <p>Members shall be subject to reprimand, censure, <u>fine</u>, suspension or expulsion from MNA for:</p> <p>a. non-payment of dues;</p> <p>b. violation of the ANA Code of Ethics for Nurses;</p> <p>c. violations of the Bylaws of MNA or of the UAN Constitution;</p> <p>d. Any disciplinary action taken by another affiliated nurse union against one of its members or against a member of MNA shall be given full recognition and enforcement provided that such action was taken in accordance with that organization's bylaws and</p>	<p>ARTICLE II - MEMBERSHIP AND DUES</p> <p>Section 5. Disciplinary Action. The MNA Board shall establish and maintain a complaint procedure which shall make provisions for fair hearing, appeal, and reinstatement.</p> <p>No such action shall be taken against a member until such member shall have been served written specific charges, given reasonable time to prepare a defense, and an opportunity for a full and fair hearing.</p> <p>Members shall be subject to reprimand, censure, fine, suspension or expulsion from MNA for:</p> <p>a. non-payment of dues;</p> <p>b. violation of the Code of Ethics for Nurses;</p> <p>c. violations of the Bylaws of MNA or of the UAN Constitution;</p> <p>d. Any disciplinary action taken by another affiliated nurse union against one of its members or against a member of MNA shall be given full recognition and enforcement provided that such action was taken in accordance with that organization's bylaws and</p>	<p>Submitted by: the MNA Board of Directors.</p> <p>The MNA Board of Directors and the Economic and General Welfare Commission met jointly on July 1 and discussed the concerns about addressing the problem of members who crossed the picket lines and worked on June 10 strike. Penalties against members for violations of these bylaws must be spelled out in the bylaws. Therefore, the Board of Directors advances these two changes as additions to the current list of possible disciplinary actions.</p>	<p>ARTICLE II - MEMBERSHIP AND DUES</p> <p>Section 5. Disciplinary Action. The MNA Board shall establish and maintain a complaint procedure which shall make provisions for fair hearing, appeal, and reinstatement.</p> <p>No such action shall be taken against a member until such member shall have been served written specific charges, given reasonable time to prepare a defense, and an opportunity for a full and fair hearing.</p> <p>Members shall be subject to reprimand, censure, suspension or expulsion from MNA for:</p> <p>a. non-payment of dues;</p> <p>b. violation of the ANA Code of Ethics for Nurses;</p> <p>c. violations of the Bylaws of MNA or of the UAN Constitution;</p> <p>d. Any disciplinary action taken by another affiliated nurse union against one of its members or against a member of MNA shall be given full recognition and enforcement provided that such action was taken in accordance with that organization's bylaws and</p>

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<p>disciplinary procedures; e. advocating or actively supporting the elimination of MNA as a bargaining representative in favor of a rival union; f. violation of the MNA/UAN Policy on Dual Unionism; g. working behind a picket line established by MNA in a primary dispute with the employer, provided the member is a member of any bargaining unit represented by MNA for bargaining purposes; h. elected officials as defined in Article VI, Section 5, Challenge, shall also be subject to removal pursuant to the provisions in Article VI, Section 6, Removal of Elected Officials.</p> <p>ARTICLE II - MEMBERSHIP AND DUES</p> <p><u>NEW Section 11. Rejoining Membership After Resignation.</u></p> <p><u>A member in an MNA Collective Bargaining Unit who resigns from the Association while retaining employment in the Unit during the period following the opening of the collective bargaining agreement applicable to the Unit and prior to the ratification of a successor agreement may not resume membership in good standing until after the earlier of the ratification of a successor agreement or the termination of the member's employment in the Unit.</u></p>	<p>disciplinary procedures; e. advocating or actively supporting the elimination of MNA as a bargaining representative in favor of a rival union; f. violation of the MNA/UAN Policy on Dual Unionism; g. working behind a picket line established by MNA in a primary dispute with the employer, provided the member is a member of any bargaining unit represented by MNA for bargaining purposes; h. elected officials as defined in Article VI, Section 5, Challenge, shall also be subject to removal pursuant to the provisions in Article VI, Section 6, Removal of Elected Officials.</p> <p>ARTICLE II - MEMBERSHIP AND DUES</p> <p>Section 11. Rejoining Membership After Resignation.</p> <p>A member in an MNA Collective Bargaining Unit who resigns from the Association while retaining employment in the Unit during the period following the opening of the collective bargaining agreement applicable to the Unit and prior to the ratification of a successor agreement may not resume membership in good standing until after the earlier of the ratification of a successor agreement or the termination of the member's employment in the Unit.</p>		<p>disciplinary procedures; e. advocating or actively supporting the elimination of MNA as a bargaining representative in favor of a rival union; f. violation of the MNA/UAN Policy on Dual Unionism; g. working behind a picket line established by MNA in a primary dispute with the employer, provided the member is a member of any bargaining unit represented by MNA for bargaining purposes; h. elected officials as defined in Article VI, Section 5, Challenge, shall also be subject to removal pursuant to the provisions in Article VI, Section 6, Removal of Elected Officials.</p>
<p>Amendment #7</p> <p>ARTICLE III - HOUSE OF DELEGATES</p> <p><u>NEW Section 7. Assessment of Statewide Political Candidates.</u></p> <p><u>MNA shall not endorse any candidate</u></p>	<p>ARTICLE III - HOUSE OF DELEGATES</p> <p>Section 7. Assessment of Statewide Political Candidates.</p> <p>MNA shall not endorse any candidate</p>	<p>Submitted by: Tom Kelly</p> <p>Utilizing the gathering of the House of Delegates to give our most important governing body a voice in these specific endorsement decisions will have a</p>	

PROPOSED BYLAW AMENDMENT	BYLAW AS AMENDED If Adopted	RATIONALE/INTENT Submitted by	CURRENT BYLAW LANGUAGE
<p><u>for state-wide office before the MNA House of Delegates has conducted a “straw poll” to assess the relative strength of the possible candidates within MNA’s highest governing body. The poll should consist of the announced and likely candidates for these offices and provision must be made for delegates to indicate a write-in preference or to choose “none of the above.”</u></p>	<p>for state-wide office before the MNA House of Delegates has conducted a “straw poll” to assess the relative strength of the possible candidates within MNA’s highest governing body. The poll should consist of the announced and likely candidates for these offices and provision must be made for delegates to indicate a write-in preference or to choose “none of the above.”</p>	<p>multitude of beneficial effects:</p> <ul style="list-style-type: none"> • The participation of the HOD, with its diverse and state-wide representation will give the ultimate endorsement enhanced credibility, both to elected officials and our members. • The process of pulling the membership together behind the endorsed candidate can be expected to be eased when members have actively participated in the process. • The “straw poll” would be a large event reaching directly to every delegate in an interesting and vital way. Difficulties enlisting members in active campaign activities could diminish in response to a sense of “ownership” in the success of the endorsed candidate. • Sending this clear message that the opinions of our membership is an important part of the endorsement process will motivate candidates and elected officials to take advantage of opportunities we offer to engage our larger member gatherings. <p>Participation in this process, I believe, will have a positive effect on improving member participation in all union activities including voting for union elected offices and serving as delegates.</p>	

<p>Amendment #8</p> <p>There are just three editorial and technical changes being proposed to the MNA Bylaws.</p> <p>These changes are highlighted in the full legislative version of the Bylaw amendments being proposed by the Structure Task Force.</p>	<p>Submitted by: MNA Committee on Bylaws</p> <p>The Committee on Bylaws is charged with evaluating MNA Bylaws every two years. The committee has completed its review and is recommending a few substantial but non-substantive changes. This document is laid out in a legislative format and will be voted on as a whole by delegates at the House of Delegate meeting in October. A copy of that document will be sent to delegates with their convention materials. A copy of the document will also be available on the web and members may request a copy by contacting MNA directly.</p> <p>Rationale includes: 1) Clarifying the role of the Committee on Bylaws; 2) Change in the Communication Tool used by MNA; and 3) research determined that Appendix I - Minnesota Nurses Association Complaint Procedure - was a policy of the MNA Board of Directors not the House of Delegates. In 1981, the House of Delegates did “direct” the MNA Board of Directors to develop this policy therefore, we have corrected the “adopted by” reference on page 23 and deleted it from MNA Bylaws.</p>
<p>Amendment #9</p> <p>Multiple and extensive changes are being proposed by the MNA Structure Task Force based on the motion of the 2009 House of Delegates. These changes have been endorsed by the Board of Directors and the Commission on Economic & General Welfare.</p> <p>Those changes will be voted on in a separate, full-version of MNA Bylaw document which includes the changes in a legislative format for ease of comparison.</p>	<p>Submitted by: MNA Structure Task Force</p> <p>Implementation of the comprehensive structural and operational recommendations from the Structure Task Force necessitates extensive revisions to the MNA Bylaws. These changes are summarized and rationale is provided in a separate informational document, Structure Task Force Executive Summary & Recommendations. Specific bylaws changes are in a legislative “markup” version of the bylaws for the purpose of facilitating consideration by the House of Delegates. A copy of that document will be sent to delegates with their convention materials. A copy of the document will also be available on the web and members may request a copy by contacting MNA directly.</p>

RESOLUTION ON INTERNAL ORGANIZING

In the climate of corporate healthcare and downward pressure being exerted on nurses, our nursing profession and the labor movement, the Minnesota Nurses Association faces challenges as well as opportunities. Looking toward the future we must position ourselves to build and maintain our collective strength to counter these forces that threaten our voice in advocating for the safe and high quality patient care that we strive to provide. As an organization we must rise to the challenge and meet the growing demand for greater internal strength as the Union of Registered Nurses in Minnesota.

MNA's Strategic Goals as adopted by the House of Delegates 2009:

- Position MNA for negotiations from strength across Minnesota;
- Organize to increase MNA membership and participation and promote MNA mission and strategic goals through political activism and collective action;
- Educate and mobilize members around health care reform, and pursue short and long-term strategies to achieve a single payer health care system with guaranteed health care for all.
- Ensure the integrity of nursing practice and advance safe patient staffing standards and principles through collective action, collective bargaining, legislative initiative grassroots organizing, political action and education consistent with the MNA Strategic Plans.

WHEREAS, During the 2010 Metro Negotiations, our members clearly communicated a desire for greater engagement in the building of our union in order to counter the attacks of employers upon their profession; and

WHEREAS, The power of corporations to undermine the collective bargaining process is accelerating in healthcare and must be met with equal acceleration of member engagement; and

WHEREAS, In order to attract and retain strong union membership, we must foster an environment that elevates our image both to our current and future members; and

WHEREAS, We must invest our resources strategically through internal organizing activities to engage our current members to build capacity to continue our legacy of advocacy for our patients and the public; and

WHEREAS, Advancing our public agenda for staff nurses, our profession and the patients we serve requires us to garner additional public support through member involvement at a grass roots level;

WHEREAS, Effective advocacy for patients depends on the collective voice of nurses.

Therefore be it RESOLVED, that the MNA House of Delegates direct the Board of Directors to establish a task force to:

1. Develop an ongoing organizing plan to sustain the internal organizing achievements of the 2010 contract campaign; and
2. Assess the educational needs of members to effectively continue internal organizing initiatives; and
3. Foster greater visibility of the role of nurses taking concerted action to protect and maintain the staff nurse role in delivering safe patient care through collective patient advocacy and protection; and
4. Develop member education plans to strengthen the role of individual charge RNs within facilities through the effective exercise of their authority and autonomy as provide by their unique role in advocating for patients and nurses; and
5. Plan an Organizing Institute for MNA to be held in Minnesota to disseminate knowledge and build the union, one member at a time; and
6. Evaluate current content and methods of delivering new nurse bargaining unit orientation, and develop strategies for improvement; and
7. Explore options for greater member engagement and networking opportunities; and
8. Advise the Board of Directors on future needs to ensure a successful and continuing internal organizing structure; and
9. Projects and curriculum developed to further the spirit and purpose of this resolution may be submitted to the Board for approval. An interim report will be provided to the Board of Directors at least quarterly and a summary of the work of this task force will be made available to the MNA delegates at the 2011 MNA Convention.

Submitted to the MNA 2010 House of Delegates by Nellie Munn, RN.

RESOLUTION TO ENACT THE MINNESOTA HEALTH ACT

WHEREAS, Organized nursing has a decades-long history of supporting a single payer financing system for health care; and

WHEREAS, Our national nurses union, the National Nurses United, which MNA was instrumental in forming, is a forthright supporter of single payer health care; and

WHEREAS, The Minnesota Health Act is one of the nation's strongest single payer health care bills; and

WHEREAS, Since introduced in 2007, the Minnesota Health Act has passed several committee hearings and secured over a third of the legislature as co-authors to the bill; and

WHEREAS, MNA has been an instrumental advocate for other groundbreaking health care legislation, such as MinnesotaCare, which became a national model; and

Therefore be it RESOLVED, that the MNA House of Delegates direct the MNA Board of Directors to make passage of the Minnesota Health Act a top legislative priority, and

Be it FURTHER RESOLVED, that the MNA Board of Directors will assure that sufficient resources are dedicated to planning, educating, organizing and mobilizing nurses and the general public in support of passing the Minnesota Health Act; and

Be it FURTHER RESOLVED, that those resources will include but will not be limited to the following:

- Staff time dedicated to Single Payer Workgroup (currently within the GAC but to continue if GAC goes away) and coalition-building; and
- Use of CAT members and Bargaining Unit teams to discuss, educate and connect members to key legislators instrumental to passage of the MHA; and
- Development of a survey of the MNA membership as to their understanding, support and learning needs regarding the MHA; and
- Development of a corresponding annual CEU on the MHA and related issues in each MNA District/Region; and
- Development of a Member-to-Member MHA Speakers Bureau (compensation for expenses only); and

Be it FURTHER RESOLVED, that the MNA Board of Directors will report at least quarterly to the MNA membership on progress towards enactment of the Minnesota Health Act and on MNA's increased involvement in the passage of the legislation.

Submitted to the MNA 2010 House of Delegates by the following members of the Governmental Affairs Commission:

Jason Bauman CD 2

Coral Bastien CD 5

Mary Boynton CD 8

Charles Burgess At Large

Peter Danielson CD 7

Tom Kelly CD 4

Donna Nelson CD 2

Lillian Ortendahl CD 7

Charlotte Kava Zabawa CD 6

Mary Theresa Gibbons CD 1

RESOLUTION TO INCREASE MEDIA PRESENCE

In the climate of corporate healthcare, media consolidation, corporate mergers, political uncertainties and downward pressure being exerted on nurses, our profession and the labor movement; the Minnesota Nurses Association faces challenges in ensuring that the voice of registered nurses in advocating for safe and high quality patient care be heard in the media in order to lend greater visibility to our platform and identity as the Union of Registered Nurses in Minnesota.

WHEREAS, During the 2010 Metro Negotiations, our members clearly communicated a desire to increase the visibility of our organization, and our voice through a more significant media presence; and

WHEREAS, Corporate media and healthcare have become rife with conflicts of interest which impinge on the ability of staff nurses to be heard publicly on their issues; and

WHEREAS, In order to achieve the strategic goals as determined by the house of delegates, the Minnesota Nurses Association, as the voice of staff nurses in Minnesota, must be recognized in the community as The Union of Registered Nurses in Minnesota; and

WHEREAS, Advancing our public agenda for staff nurses, our profession and the patients we serve requires us to garner additional public support through a clear public identity, and message; and

WHEREAS, Effective advocacy for patients depends on the collective voice of nurses.

Therefore be it RESOLVED, that the MNA House of Delegates direct the Board of Directors to establish a task force including one nurse from each facility on the 2010 Metro Bargaining Teams to:

1. Evaluate messaging in contract campaigns, both public communications and member to member communications
2. Evaluate the needs of MNA for increased media presence in contract campaigns and legislative or issue advocacy
3. Explore options for strategic media communications to give voice to nurse's issues in multiple arenas
4. Evaluate the financial impact of increased media presence
5. Make recommendations to the Board and the House of Delegates about potential options to pursue through existing and future funding sources

Submitted to the MNA 2010 House of Delegates by Nellie Munn, RN.