

**WASHINGTON STATE NURSES ASSOCIATION  
LOCAL UNIT RULES  
GOOD SAMARITAN HOSPITAL  
PUYALLUP, WASHINGTON**

**ARTICLE I - NAME**

The name of this unit shall be WSNA Good Samaritan Hospital Local Unit of Puyallup, Washington

**ARTICLE II – OBJECTIVES**

The objectives of the unit shall be to:

**Section 1.** Service the professional employee interests of the registered nurses and local unit program members employed at Good Samaritan Hospital through education, legislation and other group activity.

**Section2.** Advise and assist the Washington State Nurses Association in its dealings with the Employer concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work. The Washington State Nurses Association shall be the exclusive bargaining representative on behalf of unit members. Nothing in these rules shall be construed to mean that the Local Unit does more than advise and assist the Washington State Nurses Association in its dealings with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work.

**Section 3.** Promote professional unity between registered nurses, other bargaining unit members of Good Samaritan Hospital and the entire profession.

**Section 4.** Promote WSNA and its national affiliate organizations (ANA and AFT, AFL-CIO); uphold WSNA bylaws and adhere to ANA Code for Nurses.

**ARTICLE III – MEMBERSHIP**

**Section 1.** All employees of Good Samaritan Hospital in a recognized WSNA bargaining unit are eligible for membership in this organization.

**Section 2.** No person shall be denied membership, nor shall this organization ever discriminate against individual members or applicants for membership on the basis of race, creed, sex, sexual

orientation, gender expression or identity, religion, disability, social, political, or economic status, age, genetic information, marital status, ancestry, parental status, active military or veteran status, or national origin.

**Section 3.** Rights of Local Unit members in good standing shall include but not be limited to:

- a) All rights as defined in WSNA Bylaws.
- b) The right to attend and participate in business conducted at Local Unit membership meetings.
- c) The right to be a candidate for office, and as a candidate, the right to have an observer at polling and tallying places.
- d) The right to be notified of an election of officers at least fifteen (15) days prior to an election.
- e) The right to vote for contract ratifications, in referendums, in Local Unit officer elections, and any other matters determined by the Executive Committee.
- f) The right to file a complaint relative to election procedures. Such complaint must be filed in writing at the local level.
- g) The right to a fair hearing of any disciplinary action.
- h) The right to support the candidate for Local Unit and WSNA statewide office of their choice without interference or penalties, or disciplinary action.

**Section 4.** Obligations of Local Unit members in good standing shall include but not be limited to:

- a) To pay WSNA dues on a timely basis.
- b) To uphold the Bylaws, rules, and policies of WSNA and the Local Unit.
- c) Fulfill the requirements of an office when elected or appointed.
- d) To adhere to the ANA Code for Nurses; and
- e) Abide by the Labor Executive Council Code of Conduct.

**Section 5.** Compliance.

- a) Authority. A member may be disciplined by WSNA for cause pursuant to and consistent with the WSNA bylaws.
- b) Disciplinary Action.
  - i. A member may be expelled or censured by an impartial hearing panel appointed by the WSNA Board of Directors upon recommendation by the WSNA Labor Executive Council.
  - ii. 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.
  - iii. Appeal. The decision of the hearing panel may be appealed to the WSNA Board of Directors, whose decision shall be final.

## **ARTICLE IV – OFFICERS**

**Section 1.** The officers of the Local Unit shall be:

- a) One (1) Chairperson
- b) One (1) Co-Chairperson
- c) One (1) Secretary
- d) One (1) Treasurer
- e) Two (2) Grievance Officers
- f) One (1) Member-At-Large

**Section 2.** Officers shall serve as the Executive Committee with the authority and responsibility as outlined in these Rules.

**Section 3.** The Executive Committee is elected by the Local Unit members and are as a result, expected to fulfill the duties of their respective roles and as a member of the team. Without the participation from each officer, the overall strength of the union is weakened. Therefore, the Executive Committee is authorized to establish standards for participation that the elected officers of the Local Unit are expected to fulfill.

**Section 4.** With the exception of recall, the Executive Committee will have the authority to fill vacancies in any office until the next general election of officers.

## **ARTICLE V – DUTIES OF OFFICERS**

**Section 1.** The Chairperson shall:

- a) Preside at all of the meetings of the Local Unit.
- b) Be an ex-officio member, with vote on all committees, except the Nominating Committee.
- c) Appoint, with approval of the Executive Committee the chairs of all standing and special committees.
- d) Be one of the responsible financial officers of the Local Unit authorized to sign Local Unit Vouchers.
- e) Be by office, a delegate to the Central Labor Council and/or appoint, with approval of the Executive Committee delegates to the Central Labor Council.
- f) Perform other duties described in the WSNA Local Unit Officer Handbook or assigned by the Executive Committee.

**Section 2.** The Co-Chairperson shall:

- a) perform the duties of the Chairperson in the event of the Chairperson's absence.

- b) work in collaboration with the Chairperson on assigned duties and help to support the Chairperson in their work as needed.
- c) perform other duties described in the WSNA Local Unit Officer Handbook and those delegated by the Executive Committee.

**Section 3.** The Secretary shall:

- a) Keep accurate minutes of meetings of the membership, Executive Committee and other meetings outlined in the WSNA Local Unit Officer Handbook.
- b) Assist the Chairperson in handling the correspondence of the Local Unit.
- c) Perform other duties described in the WSNA Local Unit Officer Handbook and those delegated by the Executive Committee.

**Section 4.** The Treasurer shall:

- a) Review and report on the status of the Local Unit funds to the Executive Committee.
- b) Be one of the responsible financial officers of the Local Unit authorized to sign Local Unit Vouchers.
- c) Perform other duties described in the WSNA Local Unit Officer Handbook and those delegated by the Executive Committee.

**Section 5.** The Grievance Officers shall:

- a) Be the liaison between the unit and WSNA to advise and assist WSNA in the Association's dealings with the employer concerning grievances.
- b) Perform other duties described in the WSNA local Unit Officer Handbook and those delegated by the Executive Committee.
- c) The Executive Committee may appoint one or more members in good standing to assist the Grievance Officers.

**Section 6.** Member at Large shall:

- a) Perform other duties described in the WSNA Local Unit Officer Handbook and those delegated by the Executive Committee, which may include but are not limited to: Chair of Membership; Chair of Communications; or Staffing Committee Liaison.
- b) Perform duties described in the WSNA Local Unit Officer Handbook and those delegated by the Executive Committee.

## **ARTICLE VI - ELECTION AND VOTING**

**Section 1.** Nominations.

- a) Candidates may be nominated to the ballot by recommendation of the nominating committee, by nomination at a regular meeting, by self, or by another member.
- b) All nominations will be with the agreement of the nominee.

- c) Write-in candidates will be permitted.
- d) All candidates must have equal campaign privileges.
- e) Local unit funds may not be used to fund campaigns.

**Section 2.** Terms of Office.

- a) Officers shall serve a term of three (3) years.
- b) Officers may succeed themselves.
- c) A term of office shall begin upon verification of the election.
- d) The Local Unit Chair shall be notified within 5 business days of the election.

**Section 3.** Eligibility for Office.

- a) A candidate must be a Local Unit member in good standing before running for office.
- b) Any elected officer may be removed by majority vote of the membership provided that such election shall not be conducted unless petitioned for in writing by at least one-third of the Local Unit members. Any elected officer may be removed by the Executive Committee for serious misconduct. Any appointed officer may be removed at will by the Executive Committee.
- c) Members shall be notified (15) days prior to an election of officers.
- d) Election shall be by secret mailed ballot. The election shall be established in accordance with policy established by the WSNA Labor Executive Council.
- e) A majority of members voting shall constitute an election of officers.
- f) In the absences of a majority, a run-off election shall be conducted between the two candidates who have received the most votes for the office in question.
- g) The election may be challenged by any Local Unit member in good standing. Such challenge must be submitted in writing to the Local Unit Chairperson and WSNA Labor Executive Council within 14 days after the vote.

## **ARTICLE VII – CONTRACT VOTES**

**Section 1.** Contract Ratification. The Local Unit shall conduct contract ratification votes at the request of the WSNA. All Local Unit members in good standing shall be eligible to vote pursuant to WSNA Labor Executive Council policy on voting. Voting shall be by secret ballot. Any challenge to a ratification vote must be submitted in writing to the Local Unit Chairperson and the WSNA Labor Executive Council within 7 days of the vote.

**Section 2.** Strike Authorization. When authorized by the WSNA Labor Executive Council to take a strike vote, a sixty seven percent (67%) majority of the ballots cast by eligible voting bargaining unit members in good standing shall be required for the WSNA Labor Executive Council to consider authorizing a strike. Calling a strike, setting a strike date and strike duration will be determined by the WSNA Labor Executive Council.

## **ARTICLE VIII - COMMITTEES**

**Section 1.** Authority. The Executive Committee shall appoint committees and define their authorities and responsibilities where not stated in these Rules.

**Section 2.** Composition. Each committee shall be composed of Local Unit members in good standing, appointed by the Executive Committee.

**Section 3.** Term of Appointment. Committees with appointed members; the Executive Committee shall designate the term of appointment. Committees with elected members shall serve the same term as Local Unit Officers as outlined in Article VI.

**Section 4.** Reporting. Committees shall report to the membership when requested by the Executive Committee and/or the membership.

**Section 5.** Standing Committees.

- a) Negotiating Committee shall be comprised of the Executive Committee and members appointed by the Executive Committee.
  - i. This committee shall, in the area of negotiations: Advise and assist the Washington State Nurses Association when the Association negotiates a contract with the employer.
  - ii. Advise and assist the Association's efforts to see that the terms of the agreement are enforced.
- b) Conference Committee shall be appointed by the Executive Committee and shall perform functions as outlined in the collective bargaining agreement and such other duties as the Executive Committee assigns.
- c) Membership Committee shall be comprised of members appointed by the Executive Committee. The duties shall be to promote WSNA membership.
- d) Rules Committee shall be comprised of members appointed by the Executive Committee to receive and process all proposed amendments to these Rules in accordance with Article XI.
- e) Safety Committee and Workplace Violence Committee shall be comprised of members appointed by the Executive Committee and shall perform duties as outlined in the collective bargaining agreement, the WSNA Local Unit Officer Handbook and those delegated by the Executive Committee.
- f) Nominating Committee shall be comprised of members appointed by the Executive Committee.
  - i. The Committee shall solicit names of candidates to run for Local Unit officer positions.

- ii. Members nominated to run for office must affirmatively accept their nomination.
- iii. The Committee shall determine if the nominees are eligible to run for office.
- iv. Any member of the Nominating Committee seeking office or accepting a nomination for office must vacate their position on the Committee and be replaced by a member nominated by the Executive Committee.

**Section 6.** Additional Committees. The Executive Committee may designate such other committees as it deems necessary.

## **ARTICLE IX – MEETINGS**

**Section 1.** There shall be an annual meeting of the Local Unit, the time, place, and platform to be determined by the Executive Committee. Members shall be notified in writing or by text message of meeting place and time.

**Section 2.** Special meetings may be called by the Chairperson or if requested by ten percent (10%) of the Local Unit membership.

**Section 3.** One (1) officer and six (6) members shall constitute a quorum at any meeting of this unit.

## **ARTICLE X - PARLIAMENTARY AUTHORITY**

The rules contained in Robert's "Rules of Order, Newly Revised" shall govern meetings of this unit in all cases in which they are not inconsistent with these rules.

## **ARTICLE XI AMENDMENTS**

**Section 1.** These Rules may be amended by any regular meeting by a two-thirds vote of the members present and voting, provided the proposed amendments have been known to all members at least fifteen (15) days prior to the meeting.

**Section 2.** These Rules may be amended without previous notice at any meeting by a unanimous vote of all members of the Local Unit.

**Section 3.** Amendments must be submitted to the WSNA Labor Executive Council for approval prior to adoption by the local unit.

The effective date of these rules shall be \_\_\_\_\_, 2024

Labor Executive Council Approval: 1/10/2025

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Local Unit Officer/Title

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Local Unit Officer/Title

Date: \_\_\_\_\_