

ONA CENTRAL/ GROUP NEGOTIATING TEAMS ELECTION GUIDELINES

Candidates

1. A member who allows her or his name to stand for an elected position on an Ontario Nurses' Association (ONA) central/ group negotiating team must be a bona fide member of ONA.
2. A member running for an ONA central/group negotiating team should be an active union member with a commitment to the advancement of the Ontario Nurses Association. Other recommended qualifications shall be outlined in the mandate for the central/ group negotiating team.

Ticket of Nominations

3. The nomination process shall be outlined in the mandate for the central/group negotiating team. Once nominations have been closed, a ticket of nominations will be prepared and mailed to every member employed in the relevant sector in the region (or group as applicable).

Campaigning

4. There will be no campaigning in workplaces without the consent of the Bargaining Unit Leadership Team pursuant to Local policy and, where required, the consent of the employer. Consent of the Bargaining Unit Leadership Team will be granted on a fair and equitable basis. In addition, if the collective agreement so requires, the consent of the employer must be sought.
5. There will be no campaigning on any employer's premises other than the specific room(s) designated by the Bargaining unit and employer as an ONA meeting room. At no time will there be site visits (tour of units) for the purpose of campaigning.

ONA Head Office

6. Candidates must not use the ONA data base information or any ONA contact lists for the purpose of campaigning. Any information gathered from any source must not be used unless the member has granted permission to do so.

Campaign Material

7. Election materials must not violate the *Human Rights Code*. All materials must be truthful, fair and in good taste.
8. Each candidate is entitled to one half-page article in an ONA Publication. Subject to publication contingencies, the font size and length of information for inclusion in the ONA Publication will be consistent, and contain no more than 500 words. No pictures will be published.
9. There will be no posting of campaign materials in workplaces without the agreement of the Bargaining Unit Leadership Team. In addition, if the collective agreement so requires, the consent of the employer must be sought. Should consent be granted, all posting of election materials will be done by the Bargaining Unit Leadership Team or designate. Posting of all election material will be on a fair and equitable basis.
10. Candidates may provide election material to members for distribution to other members on

behalf of the candidate.

Electronic Communications (i.e. E-Mail, Instant Messaging)

11. Candidates will not call or send electronic communications to members at their work site for the purpose of campaigning. Candidates may use their campaign posters to request members to contact them directly if they wish to speak to a candidate.
12. Candidates will respect requests from individuals not to send them any campaign-related electronic communications.

Website

13. Candidates, who have personal websites and wish to post an image of a person, must have the expressed written consent of that individual prior to the publication of their image.
14. With the permission of the endorser, endorsements on personal websites for the purpose of campaigning may include the person's position within the ONA.

Local and Bargaining Unit Leaders

15. Local and Bargaining Unit Leaders can openly support the candidate of their choice.
16. If a local or bargaining unit chooses to hold any meeting(s) for the purpose of personally getting to know candidates, then all candidates should be offered the same courtesy and all be invited.

Board of Directors

17. Board members who are candidates in a central/group negotiating team election should declare a conflict of interest and therefore not vote on any Board motions regarding the election guidelines.

Voting

18. Each member employed in the relevant sector in the Region (or group as applicable) will be entitled to one vote, which may be exercised by televote or mail-in ballot in accordance with ONA's Constitution. The vote should only be cast by the person to whom the voting package is intended; voting by proxy is not permissible.

Breaches of the Election Guidelines

19. It is understood that candidates agree to abide by the Central/Group Negotiating Teams Election Guidelines of the Ontario Nurses' Association. Any alleged breach of the guidelines will be dealt with pursuant to Article 9 of the ONA Constitution. Any alleged breach of the guideline will be referred to the Provincial Election Team as soon as possible. The Provincial Election Team will provide a response setting out its views as to whether or not the conduct complained of is a breach of the guidelines, or if not a breach, gives rise to a concern. Concerns will be brought to the attention of the parties along with any further actions that may be necessary to address the concern. Breaches of the guidelines will be dealt with pursuant to Article 9 of the ONA Constitution after first being considered by the Provincial Election Team.