



**Ontario Nurses' Association**

*Are you high energy?  
Keen to apply your knowledge and skills?*

## Step up and say you're "in" through the **ONAs Member Secondment Program.**

ONAs is seeking four (4) highly experienced RN members for temporary work secondments to learn the nuts and bolts of our Union and gain valuable experience working in a union environment. We are looking for high energy, self-motivated and committed activists that have our Union as a calling.

The program consists of intensive ONAs labour relations education including:

- Negotiations
  - Interest arbitration
  - Grievance handling
  - Rights arbitration
  - Recruitment and retention
- ...and so much more!

### **What's Involved?**

The Member Secondment Program is broken into three parts:

- Intensive training by ONAs professionals; be mentored by ONAs's experienced professional staff; meet colleagues from other sectors; learn about our Union from various vantage points.  
**(September to November)**
- Apply what you've learned back in your Bargaining Unit through an identified and approved project. **(January to August)**
- Return to ONAs for more learning, which will include job-shadowing servicing Labour Relations Officers (LROs).  
**(September to November)**
- Graduate as a labour relations pro!

### **What's our Goal?**

- Expand the pool of future RN recruits for ONAs LRO positions.
- Increase the level of knowledge and skill of our front-line leaders.
- Make our Union stronger!
- While a career with ONAs may not necessarily be the outcome, you and ONAs win whichever path you take.

### **Who Qualifies?**

Highly trained ONAs activists who are (or have been) engaged in the labour relations work of their Bargaining Units within ONAs and/or former unions. Consideration will be given to candidates whose Bargaining Units and/or Locals are willing to participate and work with ONAs on union activities. Successful candidates will be determined by ONAs's Chief Executive Officer/Chief Administrative Officer (CEO/CAO). We will work with the successful candidates to arrange a leave of absence from their employers and keep their salary whole during both three month secondments at ONAs.

To apply, fill out the application form on the next page and return by email to: [membersecondment@ona.org](mailto:membersecondment@ona.org)

**Deadline for applications is March 6, 2017 @ 1600 hrs.**

**Successful candidates will be contacted after that date. Secondments will begin in September.**

# Application for ONA Member Secondment Program

Please return to [membersecondment@ona.org](mailto:membersecondment@ona.org)

1. Name and Phone No: \_\_\_\_\_
2. ONA ID: \_\_\_\_\_
3. Employer: \_\_\_\_\_
4. Local: \_\_\_\_\_
5. Years as a practicing RN: \_\_\_\_\_
6. List ONA education that you have participated in and successfully completed: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
7. Engagement in Union Activities (check off any/all that apply):  
 Health & Safety    Grievances    Negotiations    Human Rights and Equity    Professional Practice  
 Workload    Scheduling    Other: \_\_\_\_\_
8. More specifically, what positions have you held and for what duration? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
9. What involvement have you had in bargaining and grievance handling? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
10. Which ONA campaigns have you been involved in or coordinated and please describe your role. Examples include:  
 Nursing Week    2014 Political Action campaign    Organizing/PSLRTA    2015 CCAC Strike    Other  
Description: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
11. Membership in any of ONA's designated equity groups? (*optional*):  
 Francophone    Disabled    LGBT    Racialized    Aboriginal
12. Please suggest a task or project that you could work on when you return to your Bargaining Unit, Local or Region between your three month training sessions. An emphasis on grievance handling/labour relations is preferred but you may also combine it with a role in organizing, PSLRTAs, etc.  
\_\_\_\_\_  
\_\_\_\_\_
13. What excites you about the possibility of landing this secondment? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
14. Signature of sponsoring Bargaining Unit President or Local Coordinator: \_\_\_\_\_