

# Prince Edward Island Nurses' Union Policy Manual

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## Executive Council Nominations

Policy Number III-14

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### Nomination Process

1. The Nomination Form shall be available on the PEINU website.
2. Nominees must complete and submit the Nomination Form through the online form.
3. Upon the close of nominations (30 days prior to the date of the election), the Nominations Committee shall meet (in person, or by phone/ virtual) to review candidates, determine eligibility, and plan for election if required.

### Eligibility

1. To be a Candidate in an election, a Nominee must:
  - a. Have submitted a completed Nomination Form
  - b. Be an Active Member in Good Standing with the Union
  - c. Meet the Minimum Qualifications of the position for which they are nominated
2. Nominees who do not meet the criteria listed above shall not be considered a valid nomination and shall not be included in the slate of candidates for the election.
3. No person shall be eligible for nomination to an Executive Council position who holds a permanent excluded (management) or non-bargaining unit position.
4. In order to carry out the objectives of the Union, the Union must ensure the highest degree of Member and Public confidence in the integrity of the organization and its personnel. In the event a Nominee becomes the subject of a formal investigation, formal complaint, or disciplinary action by CRNMPEI, or an investigation that may result in discipline, paid or unpaid suspension, or other disciplinary action by the Employer prior to the close of the elections, the individual's nomination shall be considered invalid and shall be removed from the slate of candidates in the election. Members who are elected to an Office of the Union or a Local in violation of this policy shall be removed from Office.

# Prince Edward Island Nurses' Union Policy Manual

## Minimum Qualifications

### All Executive Council Positions

1. All Executive Council members are expected to be “Active” members of the bargaining unit throughout their term in office.
  - a. VPs who are employed as (or become) Temporary or Casual Employees in the bargaining unit are expected to work a minimum of 350 hours over a 12-month period, which may be averaged on a quarterly basis at the discretion of the Executive Council.
  - b. VPs who become “inactive” members during their Term (whether through taking a General Leave Absence, not working for more than 3 months as a Casual Employee, accepting an Excluded position, or any other reason) may be removed from office at the discretion of the Executive Council.
2. Members nominated to an Executive Council position must fulfill the following criteria:
  - a. Attended a PEINU AGM in the last two (2) years; and
  - b. at least one (1) of the following:
    - i. Participates in the Local Union as a member of the Executive, a Union Committee, or as a Worksite Representative,
    - ii. Participates in the Provincial Union as a member of Provincial Council or Executive Council; or
    - iii. Attended a Union Labour School or CFNU Biennial Convention in the last five (5) years.

### **President and President-Elect**

3. In addition to the Minimum Qualifications outlined in #1 above, a member nominated to the office of President shall:
  - have previous experience at the Local Executive, Provincial Council, or Executive Council level; and
  - b. have attended a CFNU Biennium within the last five (5) years.

### Vice-Presidents (VPs)

4. In addition to the Minimum Qualifications outlined in #1 above, a member nominated to the office of Vice-President shall:
  - c. be actively employed within the specified VP Practice Area (LTC, Acute, Community Care) if applicable; and/or
  - d. have considerable previous experience working in the Practice Area (if applicable) for which they are seeking nomination.
5. Refer to Terms of Reference for specific criteria for VP roles.

### Executive Council Skill-Mix

## **Prince Edward Island Nurses' Union Policy Manual**

6. In addition to the Minimum Qualifications outlined in #1 above, a member nominated to an Executive Council position shall meet the additional minimum qualifications established by the Executive Council prior to each election.
7. The additional minimum qualifications shall be determined by taking into consideration:
  - e. the knowledge, skills, abilities & other qualifications of the incumbent Council Members;
  - f. the current and anticipated needs of the Union/Members for the upcoming term;
  - g. the recommendations received from the Provincial Council and the Membership;
  - h. the diversity of the Union Leadership as a whole (see examples below of Considerations related to Diversity may include, but shall not be limited to: Union Experience, Nursing Experience, Geographic Representation, Representation of Clinical/Practice Areas,
8. The additional minimum qualifications shall be clearly identified in the Call for Nominations.