

**OPEIU Local 50/ Hawaii Nurses Association**  
**Department Steward/Chief Steward Selection Process**

**Initial steps to the selection process:**

- 1) Labor Relations Specialist/Labor Representative agent of each facility will identify the interim chief steward.
- 2) Together they will identify potential steward volunteers by following the “Steward Selection Process” (see below).
- 3) Once the stewards are in place, that group will nominate a chief steward candidate for their facility from amongst themselves.

**Steward Selection Process:**

- 1) Candidates from each department or clinic (as contractually designated) (hereafter referred to as “department”) will be identified and provided a position description stating responsibilities.
- 2) LRS/ Labor Representative for each facility will assist in identifying candidates.
- 3) Candidates must then obtain a “Union Steward Petition of Intent”, signed by candidate’s department co-workers.
- 4) If more than one person is interested in becoming the steward for a department, and the applicable collective bargaining agreement imposes caps, then they can choose either:
  - a. Have a department election for the contested position; or
  - b. Abide by applicable bargaining unit contract language; or
  - c. Be named alternate steward (without super seniority).
- 5) Stewards and chief stewards take appropriate training provided by OPEIU Local 50/HNA as soon as is practicable.

Attendance at membership meetings qualifies as trainings for this requirement.

- 6) Stewards and chief stewards must be appointed by the OPEIU Local 50/HNA Executive Board. The chief steward must be the primary steward for their department.

**Position Requirements for Union Steward**

**Requirements:**

- Must be OPEIU Local 50/HNA member in good standing.

**Length of terms:**

- Chief stewards and stewards shall be appointed for a 3-year term, to coincide with their facility’s contract cycle. The facility stewards may vote by majority to recommend removal of the chief steward from office if the chief steward does not meet the requirements, or responsibilities, or role,

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or obligations of the role. A Recommendation for Removal will be taken to the Executive Board, who will vote on removing the chief steward.

- Stewards are appointed by the Executive Board after they submit a “Steward Petition of Intent”. They may remain in office for a 3-year term; or until they resign; or are removed due to not meeting the requirements, or responsibilities, or obligations of the position. The OPEIU Local 50/HNA Executive Board may remove a steward who does not meet the requirements, responsibilities, role, or obligations of the role. A steward’s term is automatically renewed without re-filing a petition of intent, unless there is another candidate who desires to be steward (see selection process # 4).
- An Interim steward may be appointed by the LRS, with the approval of the OPEIU Local 50/HNA President for a maximum term of 2 months while going through the formal selection process. Interim Stewards do not have super seniority.