

KINDRED HOSPITAL NURSES:

KNOW YOUR RIGHTS!

Just Cause vs “just cuz”

One of the most important provisions of your union contract is the protection from arbitrary discipline or discharge. Article 27 of your contract says the hospital can only discipline “an employee for just cause.”

The nurses who negotiated your contract fought to include this language because it requires the hospital to prove that you did something wrong before they take any disciplinary action. The employer must make sure that you know what is expected of you and they have to apply the same standard to everybody. The hospital has to produce evidence, not just suspicion, of wrong doing.

The Just Cause protection in Article 27 is real and meaningful. If the hospital were to discipline a WSNA nurse without establishing Just Cause, WSNA could file a grievance and a neutral arbitrator could order the hospital to reverse the discipline. Article 27 says you can only be disciplined for Just Cause. Without Article 27, the hospital could discipline you “just cuz.”



WSNA members worked hard to negotiate these rights for First Hill nurses. We are happy to discuss these rights with you. Please contact WSNA Nurse Representative **Michelle Moore** at **206-575-7979 x3019** or **MMoore@wsna.org**.

You don't have to do it alone!

You have the right to a union representative if you are called into a meeting that you believe the meeting could lead to you receiving discipline. The nurses who negotiated your contract made sure that all First Hill nurses would have this right. You can find it in Article 26 of your contract.

Keep this statement handy. If you are called into a meeting and the supervisor is asking you accusatory questions, you should say:

“I request to have a Union representative present on my behalf during the meeting because I believe it may lead to disciplinary action being taken against me. If I am denied my right to have a Union representative present, I will refuse to answer accusatory questions and any I believe may lead to discipline.”

This right only applies when you are being questioned. You do not have a right to union representation in meetings with a supervisor where you are not being questioned.

WASHINGTON STATE **NURSES** ASSOCIATION

