

Providence Willamette Falls Medical Center – 1/1/2013 – 12/31/2014 - Griev

ARTICLE 6 - GRIEVANCE PROCEDURE

6.1 Grievance and Steps Defined - A grievance is defined as an allegation by the Association or by a Registered Nurse that the Medical Center has violated or is violating a provision or provisions of this Agreement. Grievances may be initiated by the Association or by Registered Nurses in the following manner:

Step 1. Any Registered Nurse who believes he or she has a grievance should present this grievance in writing to his or her immediate supervisor. The Medical Center encourages Registered Nurses to air any grievance as defined herein, and also to air any job-related problem, with their immediate supervisor so that full discussion of the problem may occur, and its resolution hopefully may be accomplished. The presentation of any grievance at Step 1 must be made within fourteen (14) calendar days of the events giving rise to the grievance, or within fourteen (14) calendar days of the date the grieving party learned or reasonably should have learned of the events giving rise to the grievance. The immediate supervisor shall give or send his or her answer to the grievant in writing within fourteen (14) calendar days after such grievance is presented.

Step 2. If the grievance is not settled satisfactorily as provided in Step 1, the grievance shall be reduced to writing, and submitted to the Chief Nurse Executive, within fourteen (14) calendar days after the supervisor's answer in Step 1. The written statement of the grievance shall be signed by the aggrieved Registered Nurse(s) or by an Association representative and shall include a statement of the provision(s) of the Agreement alleged to have been violated, a brief statement of the facts, and a statement of the relief requested. The Chief Nurse Executive shall attempt to adjust the grievance as soon as possible, but in any event shall give or send a written answer to the grievant, a grievance representative specifically designated in writing by the grievant, and the Association within fourteen (14) calendar days after receipt of the written grievance.

Step 3. If the grievance is not settled satisfactorily to the grieving party at Step 2, the grievance shall be referred in writing to the Medical Center President within fourteen (14) calendar days of the Chief Nurse Executive answer at Step 2. A meeting between the Medical Center President and an Association representative for the purpose of resolving the grievance shall take place within fourteen (14) calendar days after the grievance is referred to the Chief Executive of the Medical Center. The Human Resources Director, Chief Nurse Executive, aggrieved Registered Nurse(s) and one (1) other representative selected by each party shall be entitled to attend this meeting, in addition to any other persons mutually agreed to by both parties. The Chief Executive will consider all facts and arguments raised by all persons at this meeting, and shall attempt to resolve the grievance satisfactorily to all parties within fourteen (14) calendar days of such meeting. Except as provided in Section 6.2, relating to arbitration, the Chief Executive decision at Step 3 shall be final.