

## **NNU Adds Arbitration Victory to its Win Column**

### **Arbitrator Orders Washington Hospital Center to Reinstate Veteran WHC Nurse Fired for Gross Misconduct**

National Nurses United is announcing today's important arbitration decision which ordered the reinstatement of a nurse who was unfairly fired for gross misconduct. Going into the arbitration hearing, we felt confident that our case was strong and that the hospital was wrong to terminate this veteran nurse. NNU Shop Steward Staff Nurse Lisa McGuire, RN – 4F and the union's Chief Shop Steward, Stephen Frum, RN - 4H were instrumental in gathering important facts and information that assisted the union's attorney in putting this case together. Floor nurses assisted these union leaders by giving them the facts of what really happened when the employer unjustly and unfairly terminated this long time registered nurse.

On September 7, 2011, Arbitrator Joshua Javits , ruled that Washington Hospital Center did not have cause to discipline this employee who had been a staff nurse, mentor, and charge nurse on 4F. The nurse who the arbitrator ordered be reinstated was acting as a preceptor to a nurse who had been on orientation for three months. The reinstated employee was always known to be a high performing Registered Nurse and is to be reinstated to his former position – same shift, same hours, same unit, restored PTO's, back pay, and to made whole for any and all financial and other losses sustained as a result of this unjust termination by the employer.

In May 2009, two patients' telemetry monitors had inadvertently been switched as they were prepared to be transferred from the ICU to 4F. As a result of this arbitration, the Union's Professional Practice and Patient Safety Committee (PPPSC) – composed of eight NNU/WHC Staff Nurses - **urges nurses, at the beginning of each shift, to verify that the telemetry number printed on the strip corresponds to the number printed on the telemetry box attached to the patient. This should be a part of your initial start-of-shift assessment routine, per DON Policy #506.23 (Telemetry Monitored Patients on Cardiac Services).**

This victory would not have happened without a strong union, just as we succeeded in getting all 18 RNs who were unjustly fired during the 2010 blizzard reinstated. We need continued unity among all registered nurses at Washington Hospital Center to ensure that our collective bargaining agreement is fully adhered to and enforced.

Remember, if you are called into a discipline or investigation meeting, **ALWAYS EXERCISE YOUR UNION RIGHT TO HAVE A UNION SHOP STEWARD WITH YOU.** In fact, according to our contract – Article 3.2 - you have the right to adjourn a discipline and/or investigation meeting and have up to 24 hours to secure a shop steward to attend the meeting with you. Their names and contact information of the union's shop stewards is on our web page at [www.nursesunited.org](http://www.nursesunited.org).

Congratulations to the staff nurse who was reinstated and to all of his NNU co-workers who stood by him. Together we stand. United we win!!