

## Abuse: Aide's Firing Upheld, Did Not Follow Union Rules, Cannot Sue.

A geriatric nurse's assistant was fired over an incident of alleged patient abuse.

The US District Court for the District of Maryland pointed out she was covered by a union collective bargaining agreement setting forth her rights and responsibilities for grievances with her employer.

If she wanted to protest, she was entitled and required to grieve her firing by requesting a meeting with the human resources director. If that was not fruitful she was entitled and required to request a meeting with the vice president of human resources. When she did not show up for the second meeting she got a letter stating it was assumed she had dropped her grievance and considered her firing justified. The court agreed she had abandoned the union grievance process and thus had no right to sue for wrongful termination. Jeffress v. Xavier Healthcare, 2005 WL 1422304 (D.Md., April 26, 2005).