

What To Use?

ADOs, Grievances, & Staffing Law Complaints (RNs)

Assignment Despite Objection (ADO)

Note: ADOs should no longer be used for complaints related to inpatient hospital staffing.

Grievance

Purpose: To address violations of the union contract.

Who Files?: Speak to an OFNHP steward or internal organizer.

When to Use: When the union contract (CBA) has been violated.

Examples: Shift differential pay missed or not honored. Shifts not being awarded properly.

Staffing Law Complaint

Purpose: To report violations of the staffing law to the Oregon Health Authority (OHA).

Who Files?: You do! The new law allows employees to directly report lawbreaking employers!

When to Use:

- For any staffing plan or ratio violations.
- If there is a failure to adopt a Nurse Staffing Plan.
- If a staffing committee member is not released for Hospital Nurse Staffing Committee (HNSC) meetings.

Tips and Tricks for Filing OHA Complaints

Online Filing:

- Multiple complaints can be filed at one time through the OHA online form.
- Violations of missed rest and meal breaks can also be reported (up to 5 at a time).
- Complaints must be submitted within 60 days of the alleged violation to be considered valid.

Details Matter:

- Be specific and clear about what happened.
- Avoid abbreviations; write out the full names of units or arenas.
- Make it easy for OHA to understand the complaint so they can investigate it.
- Use staffing plan terminology and strong language such as "required" instead of "should have."