



## Will CNA Affect My Good Relationship with My Manager?



**Elizabeth Pataki, RN**, Mercy General Hospital, Sacramento

*“When we were organizing for representation with CNA this was a common misconception. In reality we actually have the responsibility per the language in our contract (which we negotiated) to first deal directly with our manager whenever a problem arises.*

*Many times we are able to resolve problems at this first step.*

*My relationship with my manager and Chief Nurse Executive has improved since joining CNA and we work collaboratively as professionals.”*

In CNA hospitals, nurses are encouraged to first approach their managers directly on all issues that may arise. If you are unable to reach a satisfactory resolution on your own you may contact a CNA nurse representative (one of your nurse colleagues elected by your unit and trained by the Association.)

### CHW Master Contract

“ If a Nurse has a grievance, the Nurse is encouraged to discuss the matter with the Nurse’s Supervisor or, if necessary, with the Nursing Director responsible for the service or the Chief Nurse Executive. ”

**For more information, contact 877-257-0854**

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