

## Reporting Health and Safety Concerns During COVID-19

During these unprecedented times things are moving fast and TCMNA expects gaps in safe practices will arise. It is the duty of all nurses and the Medical Center to comply with health and safety regulations and to raise concerns when detected. With all that nurses are currently facing TCMNA put together a guide to alleviate the guess work of reporting any health and/or safety concerns:

### 1) Report concern to manager on the unit:

- Remember to do this right away as some issues can be resolved on the spot if we work together to identify and solve the problem

### 2) Contact the steward:

- Please reach out to the steward on your home unit
- Even if the issue is resolved please report what you encountered and how it was resolved (other units may be facing a similar challenge and you could hold the key to their future success and safety)
- If your steward is unavailable please reach out to the Grievance Chair and then if needed, your union rep
- For a list of Stewards and TCMNA Leadership [click here](#)

### 3) COVID ADO & VOICE

- Fill out the new [COVID ADO](#)
- VOICE the issue
- This documentation is vital as not all concerns will be resolved right away. We will rely on these documents as our memories of the incident fade - this needs work but want to stress importance of documentation in the moment

### 4) Grievance:

- The TCMNA contract language specifies the employer shall take prompt and appropriate measures to investigate and remedy health and safety concerns as necessary
- If an issue is not resolved work with your steward, grievance chair, or your union rep to determine whether there is a contract violation and if a grievance is appropriate for the situation

As nurses on the front line it is our duty to call out issues and work with the hospital to find solutions that keep our patients, our colleagues, and our community safe. Now, more than ever, we must all do our part to keep our team safe.