

DCNA Together – Making a Difference in DC

April 2018



UMC Nurses Receive Close to \$4 Million in Backpay

After close to a year of fighting, on April 10th, the DC Council unanimously passed the DC Nurses Association Emergency Declaration Resolution of 2018. The Resolution approved the Collective Bargaining Agreement (CBA) for the nurses at United Medical Center (UMC) which includes measures to ensure that UMC Management addresses safety issues and unsafe patient ratios. This CBA

also addressed the pay disparity of the UMC nurses who were paid close to 20% less than average nurse salaries in the District. As a result of this passage, nurses will receive close to \$4 million in back pay for raises since 2014.



“It was a long, hard fight for nurses who work hard in a challenging work environment and who were severely underpaid,” stated Debra Washington, Acting President of the DCNA/ United Medical Center Bargaining Unit. “Many of us have stayed with UMC throughout the various transitions of management demonstrating our commitment to the patients we serve. We will continue to advocate for improving patient care at UMC. We appreciate Councilman Vincent Gray for being our champion and the DC Council members who listened to our concerns and spoke on our behalf, including Chairman Phil Mendelson and Councilwoman Elissa Silverman.”

Negotiations Update:

DBH and Comp 13

DCNA commenced Mediation with the District for the DBH and Comp 13 units. Unfortunately, we were not able to come to an agreement; accordingly, the contract proposals will be reviewed by an arbitrator in an upcoming hearing. The District has refused to apply the same agreement that was recently given to the Comp 1 and 2 employees which provided for the following salary increases: 3% in 2018; 2% in 2019; 3% in 2020; and 3.5% in 2021. For DBH, DCNA’s current wage proposal is 4% each year for three years, \$3000 for annual education benefits and 24 hours for Mental Health days leave. DCNA and DBH have agreed to an additional \$2 per hour for Grade 7 and 9 nurses. DBH’s proposals are the following: 2% annual raises, \$750 for annual education benefits and 16 hours for Mental Health days leave. For Comp 13, DCNA current wage proposal is 4% each year for three years, \$5000 for tuition reimbursement, \$2000 for training benefits, \$255 in transit subsidy, float pay for DYRS nurses and preceptor and mileage pay. Management proposes 2% annual raises and \$750 for annual education benefits.

DCNA previously needed to win arbitration awards for contracts ending in 2014 for both DBH and Comp. Unit 13. In addition, just last year, DCNA prevailed on all articles in the litigated contract involving United Medical Center.

Howard University/Howard University Hospital

On April 2, 2018, Howard University/Howard University Hospital sent notification to DCNA of its desire to negotiate over the terms and conditions of the collective bargaining agreement. The agreement is set to expire on June 30, 2018. DCNA has surveyed the membership and is currently drafting and discussing proposed changes to the agreement, along with proposing increases in compensation. The parties expect to commence bargaining by the end of May.

School Nurse Coverage Funding

On April 9th, DCNA testified before the Committee on Health at the Department of Health (DOH) budget hearing demanding full funding for 40-hours nursing in every school. Since the DC Mayor Muriel Bowser signed the Public School Health Services Amendment Act of 2017 requiring nursing services at every school in the District for forty hours per week, DCNA has to advocate for full funding in the Department of Health's budget because the Act is subject to appropriations. The Mayor submitted her budget to the DC Council and DCNA and community advocates must fight to ensure 40-hour school nursing coverage in every school is fully funded in the budget. DCNA Staff Attorney Wala Blegay testified before the Committee that DOH must follow the law and allocate at least \$30 million to the School Nursing program to ensure that there is a nurse at every school for 40 hours a week. Councilmember Vince Gray responded that he was committed to fully funding 40-hour nursing. According to the fiscal note for the bill, the bill is estimated to cost \$2.3 million in fiscal year 2018 and \$46.4 million over the four-year financial plan. DOH requires additional funds to provide 40 hours of full-time nurse coverage at 110 public school campuses, 107 of the public charter school campuses that are currently operating in the District, and three new public charter schools that will open in school year 2018-2019. To meet the required hours, DOH will need funding to support an additional 75 full-time RNs and 26 full-time LPNs during the 2018-2019 school year.

Bill 22-27 - Public School Health Services Amendment Act of 2017					
Total Fiscal Impact					
	FY 2018	FY 2019	FY 2020	FY 2021	Total
Salary	\$1,620,411	\$9,722,466	\$10,509,397	\$11,097,207	\$32,949,480
Fringe	\$291,674	\$1,750,044	\$1,891,691	\$1,997,497	\$5,930,906
Non-Personnel Services	\$130,546	\$783,275	\$902,607	\$1,026,476	\$2,842,904
Indirect Costs	\$226,959	\$1,361,754	\$1,478,188	\$1,569,020	\$4,635,921
Total	\$2,269,590	\$13,617,538	\$14,781,884	\$15,690,200	\$46,359,212

It is time for the District to put the health of our children first and FULLY Fund 40-hour school nursing in EVERY SCHOOL.

Upcoming Events

DCNA Nurse Week Event – Paint Night, Camelot Martins, May 8, 2017.

Executive Director Edward Smith hosts “Your Rights at Work,” Every Thursday from 2-3pm on WPFW, FM89.3 or www.wpfwfm.org. If you miss the live show – or want to hear a past show – Your Rights At Work is now available as a podcast! Just search for Your Rights At Work on iTunes or wherever you get your podcasts; subscribe and you'll get our shows right on your phone.



Please visit DCNA on our website at www.dcna.org or on Facebook at www.facebook.com/DCNursesAssociation.

For Assignment Despite Objection and Grievance forms, visit www.dcna.org.

DCNA is located at 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016. Telephone – (202) 244-2705