

DCNA Together – Making a Difference in DC

June 2018



Negotiations Update:

DBH and Comp 13

The contract negotiations are going to interest arbitration for the second time in the past three contract negotiations. Arbitrator David Vaughn will be presiding over a hearing in which DCNA will present evidence and argument in support of compensation proposals on behalf of the nurses in both Comp 13 and DBH.

On July 5th the parties exchanged Last Best Offer (LBO) proposals for DBH and Comp 13 negotiations. The LBOs for the DBH negotiation includes the following proposal: 2018-2020 raises, mental health days, metro card benefits and education. DCNA's LBO proposals are the following: 3% raise in FY 2018, 3% in FY2019 and 3% in FY2020, twenty-four (24) hours annually for mental health days, \$50 for monthly Metro Card incentives and \$1500 for annual education benefits. DBH's LBO proposals are the following 3% raise in FY 2018, 2% in FY2019 and 3% in FY2020, sixteen (16) hours annually for mental health days, \$50 for monthly Metro Card incentives and \$750 for annual education benefits.

The LBOs for the Comp 13 negotiation includes the following proposal: 2018-2020 raises, float pay for DYRS nurses, premium pay for orientation, metro card benefits and education. DCNA's LBO proposals are the following 3% raise in FY 2018, 3% in FY2019 and 3% in FY2020, DYRS nurses to receive overtime and mileage for floating between the two DYRS facilities, \$50 for Metro Card monthly incentives, \$2000 for education benefits and nurses who train other nurses to receive premium pay. The District's LBO proposals are the following 3% raise in FY 2018, 2% in FY2019 and 3% in FY2020, nurses to only receive mileage for floating between the two DYRS, \$50 for Metro Card monthly incentives and \$750 for education benefits.

The arbitration dates are September 17th and 27th 2018.

Howard University/Howard University Hospital

On June 21, 2018, Howard University/Howard University Hospital and DCNA exchanged initial bargaining proposals for our successor collective bargaining agreement. On June 26th, management provided DCNA with a wage proposal. DCNA has proposed annual increases for all bargaining unit employees for each year of a 3 year contract. Management has countered with a proposal linking pay increases to improvements on the Press Ganey patient surveys. DCNA has proposed to restore annual leave carryover to 240 hours per year and to be able to convert unused annual leave to cash. Management has proposed no change. DCNA has proposed to maintain flextime and scheduling options for bargaining unit employees. Management has proposed to require all bargaining unit employees who work in "direct patient care unit" to work a twelve hour shift and the discretion to institute a 36 hour work week. DCNA has also proposed significant changes in the time and attendance policy. Management proposes no changes to the policy. The next bargaining session is scheduled for July 18th.

DCNA Endorsed Candidates in Maryland Win Primary Battles

Mr. Ben Jealous emerged victorious in the Democratic Primary for Governor of the State of Maryland, with tremendous support from nurses and teachers, while Mr. Marc Elrich remains in the lead in a very close primary battle for Montgomery County Executive. Ms. Aisha Braveboy also won her bid to become the Democratic nominee for PG County State's Attorney. Ms. Donna Edwards, candidate for PG County executive did not fare as well, losing to Ms. Angela Alsobrooks.

Our own Walakewon Blegay's hard charging effort to win a seat as a delegate to the Maryland State House came up short. We are proud of her hard work and know that she ran a great and progressive campaign.

DCNA thanks all our members who supported these candidates, especially those who worked hard on Ms. Blegay's campaign.

DCNA Joins Thousands Who March in Support of Migrant Children and Families



On June 30th, DCNA members joined with nurses from our national union, NNU, as well as other nurses, activists and labor organizations, in marching to support children and families who are migrating to the United States. News organizations reported the crowd at approximately 30,000 strong. The protest was held at LaFayette Park, across from the White House. Marchers in over 700 cities and towns took to city parks and downtown squares from Maine to Florida to Oregon; in Alaska, Hawaii and Puerto Rico; on the international bridge between El Paso, Texas, and Juarez, Mexico; even in Antler, North Dakota, population 27.

Labor Law Corner: Employer Investigation

An employer has the right to investigate any incident involving its employees at the workplace. An employer is also allowed to investigate any criminal activity outside of work that will impact patient care such as drug use, theft of hospital equipment/medication and etc. Therefore, if your employer requests that you provide a written statement or to meet for questioning regarding an incident you must comply. You have a right to have a union representative review and assist with any written statement before submitting the statement to management. You have a right to have a union representative accompany you during the investigation only if there is a possibility that you might be disciplined. If you are questioned on the wrongdoings of another employee during an investigatory meeting, you do not have the right to have a union representative accompany you. You MUST inform the management representative that you need a union representative to represent you during the meeting. If management refuses to allow you to have a union representative accompany you, please contact Staff Attorney Walakewon Blegay immediately at wblegay@dcna.org or call her at 202-244-2705.

Upcoming Events

Labor Relations Training, DCNA, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, August 18, 2018, 5pm to 8pm. DCNA will be conducting training on investigating and processing grievances and other representational matters. Please contact Ms. Vickie Spence at vspence@dcna.org or Walakewon Blegay, Esq. at wblegay@dcna.org to register.

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,
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(202) 244-2705