

DCNA Together – Making a Difference in DC

October 2017



DCNA Continues Fight for UMC Contract

It has now over four months since Arbitrator Sean Rogers issued an award ordering the District of Columbia and United Medical Center to implement DCNA's proposals on wage increases, self-scheduling, safe staffing and other provisions of the new contract. The District has continued to delay, in blatant disregard of the DC Code, submission of the new contract to the DC Council. The District now claims that it cannot certify that funds are available to implement the compensation portion of the contract.



DCNA has met with the Mayor, the City Administrator, DC Council Chairman Phil Mendelson and labor unions in efforts to have the contract moved forward to the DC Council for implementation. On Monday, October 30th, DCNA attended a hearing before the DC Council, Committee on Health, to again register its concerns and demand action. DCNA officials were accompanied by DCNA members. The Mayor has refused to budge.

This is what the law requires: "the Mayor shall transmit all settlements, including arbitration awards, to the Council within 60 days after ... an arbitration award has been issued with a budget request act, a supplemental budget request act, a budget amendment act, or a reprogramming, as appropriate; ... The budget request act, supplemental budget request act, budget amendment act, or reprogramming shall fully fund the settlement for the fiscal year to which it applies." DC Code §1-

617.17(i)(1). According to Edward J. Smith, Esq., DCNA Executive Director, "the Mayor has no choice but to comply with this arbitration decision – she must submit the contract to the DC Council along with legislation funding it. There is no other legal option available to her. Yet she has simply flaunted her legal obligations. DCNA will not stand for this disregard of years of labor law involving contract negotiations and will continue to fight for the approval of this contract."

Contract Negotiations Updates

Department of Behavioral Health

On October 20th, the District and DCNA met for the last time before impasse on the remaining articles. The parties were able to come to an agreement on some articles including certification bonus, funeral leave, and employee metro card incentive. However, there has been no agreement on 4% raises, incentive pay for high performance rating, \$3000 annually for tuition reimbursement and implementation of step increases to step 15. Remaining issues include retention bonus pay, automatic raises for grades 5, 7 and 9 nurses and charge nurse pay. DCNA anticipates declaring impasse in a few weeks, which will thus require the appointment of a federal mediator to help resolve the remaining disputes.

Compensation Unit 13 (DC Agencies)

On October 26th, the District and DCNA met for negotiations. The parties have not been able to come to agreement on most of the proposals including, 4% annual raises, increases to step 15, incentive pay for high performance rating, up to \$5000 annually for education benefits, \$255 monthly transportation benefit, float pay for DYRS nurses and orientation and training pay. The parties did reach agreement on some articles, including three days of administrative funeral leave and administrative closing. DCNA anticipates declaring impasse in a few weeks, which will thus require the appointment of a federal mediator to help resolve the remaining disputes.

CSS RN

On October 27th, CSS and DCNA exchanged initial proposals. DCNA brought forth proposals that reflected the frustration of the nurses with the changes in the school nursing program. DCNA proposals include annual raises, increase in tuition assistance, premium pay for coaching, high census schools, transfers to two or three schools, limitation on floats, transfers and reassignment, option of a 10-month or part-time schedules and implementation of wage scales. Parties will continue negotiations on November 17th.

DCNA Leader Attends the AFL-CIO Convention



In late October, Sandra Falwell, DCNA Board of Directors, At-Large Member, attended the AFL-CIO Convention and spoke in favor of a resolution supported by DCNA and the National Nurses United designed to push for medicare for all.

As reported on the website of Labor Campaign for Single Payer, “Convention delegates were brought to tears by the story of District [of] Columbia nurse Sandra Falwell who told of the death of a young toddler under her care because his private insurance company refused to authorize adequate treatment.”

<http://www.laborforsinglepayer.org/afl-cio-we-support-medicare-for-all/>

Stating that “[w]e have a real opportunity to achieve the labor movement’s historic demand for health care as a basic human right,” delegates at the AFL-CIO Convention approved a resolution promising that America’s largest labor federation will play a leading role in the fight for Medicare for All. United Steel Workers President Leo Gerard, on behalf of the Resolutions Committee, said that the resolution “commits the AFL-CIO to work with sponsors of single payer legislation...to move expeditiously towards a single payer Medicare for All system.”

In related news, Ms. Falwell, a stalwart union leader for over two decades, has retired from Children’s Hospital in Washington, DC and thus will no longer serve as Chairperson for the DCNA/CNHS bargaining unit. She presided over numerous contract negotiations and was instrumental in gaining tremendous advancements in salaries and differential pay. She has also forged a constructive working relationship with management without sacrificing her members’ needs. Congratulations to one of the DCNA “greats.” Ms. LaKisha Little-Small has taken over the reins as Chair of the DCNA/CNHS bargaining unit.

Upcoming Events:

DCNA Annual Membership Meeting, Camelot by Martin’s, 13901 Central Avenue, Upper Marlboro, MD 20774, Thursday, November 30th commencing at 6:30 pm. Dinner will be served and there will be a silent auction and music. There is currently a waiting list for attendance. If, however, you still wish to attend, please contact Ms. Vickie Spence at vspence@dcna.org.

Shop Steward Training, DCNA, 5100 Wisconsin Ave., Suite 306, Washington, DC 20016, Tuesday, December 5th, 10am to 2:30pm. Refreshments will be provided. This training is limited to first time shop stewards. Please RSVP with Staff Attorney Wala Blegay at wblegay@dcna.org.

Executive Director Edward Smith hosts “Your Rights at Work,” Every Thursday from 1-2pm 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.

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