

DCNA – DMH COMPENSATION NEGOTIATIONS

As you may remember, DCNA was unable to reach agreement with management, even with the assistance of a federal mediator, concerning your compensation agreement. As a result, DCNA requested to have an arbitrator hear our dispute in what is termed “Interest Arbitration.” We held the hearing in December 2012, and after the filing of written legal briefs, the arbitrator reviewed the transcripts of the hearing and the briefs and drafted a decision.

On April 21, 2013, Arbitrator Sean J. Rogers ruled on the disputed issues. *He ruled in favor of DCNA on wages and new hires. Specifically, he ordered the Agency to adopt DCNA’s proposal granting a 2% salary increase, effective October 1, 2012 and a 3% salary increase, effective October 1, 2013. The DMH had offered 0% in FY13 and 2% in FY14.*

In addition, Arbitrator Rogers ordered the Agency to adopt DCNA’s proposal regarding new hires. *This proposal requires the Agency to hire RNs at a particular step on the announced grade based on psychiatric nursing experience. It also requires the Agency to promote RNs from Grade 5 to Grade 7 after one year of service and from Grade 7 to Grade 9 after one year service.*

Subsequent to the issuance of the Award, DCNA requested that the District accept the decision and also grant 3% wage increases for FY15, FY16 and FY17. To date, the District has refused to do so. Unless the District otherwise agrees, DCNA will have to re-engage the District in negotiations for FY15-17. In the next week, DCNA will be notifying the District of our intention to bargain over wages for FY15-17.

The District now must submit the agreement, along with Arbitrator Rogers’ award to the DC Council within the next 60 days. Once the DC Council receives the agreement, it will schedule a hearing on the agreement. We will need to testify in support of the agreement. If the DC Council passes the agreement, it will then go into effect.

The raise for FY2013 is retroactive to the first pay period after October 1, 2012. The raise for FY2014 will be implemented on the first pay period after October 1, 2013.

You will be able to review the arbitrator’s award on the DCNA website in the next few days. The website is www.dcna.org.