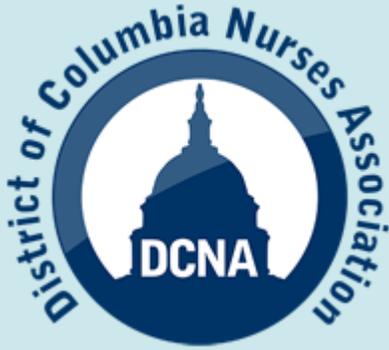


DCNA Together – Making a Difference in DC

April 2021



Negotiations Updates

United Medical Center

Parties completed negotiations of the 2019 to 2023 collective bargaining agreement on January 6, 2021. The UMC membership ratified the contract on February 4th. The contract includes the following; 15% raises between 2019 to 2023 for full and part-time nurses; \$4 hourly rate for preceptor pay; \$4.25 hourly rate for Charge Nurse pay; ICU - \$55.00 per hour; Emergency Room- \$60.00 per hour; OR/PAC- \$50.00 per hour; Dialysis- \$50.00 per hour; additional \$2 for psych; removal of the 2-week make-up period; administrative leave for nurses under investigation on for disciplinary actions; over two months of severance pay; up to \$2500 in tuition reimbursement; step increase or bonus for obtaining an MSN or BSN

degree: up to 5 days of educational leave. The negotiations team included the following individuals over the last two years: Roberta LeNoir, Debra Washington, Donita Reid-Jackson, Clotilda Choh, Patience Otaigbe and Sheila Gadson. The contract is currently in the office of the Mayor's Chief Financial Officer and has to be approved by the DC Council.

Children's School Services – RNs and LPNs

Parties completed negotiations on the 2021 to 2023 collective bargaining agreement for the Registered Nurses at Children School Services on March 29th and on February 16th for the Licensed Practical Nurses. These negotiations were very difficult and contentious between parties due to the many concerns of school nursing during the pandemic and unsafe working conditions. The Registered Nurses contract was ratified on April 7th and the Licensed Practical Nurses contract was ratified on March 3rd. For the Registered Nurses, the contract includes the following: 3.5% increase in 2021, 3% in 2022, 3% in 2020: a Salary Scale committee; \$600 for the contract bonus; \$1300 annually for educational benefits; up to 5 days of administrative leave for conferences and educational programs; \$700 for initial certification of Board Certified School Nurse by the National Association of School Nurses; \$425 for uniform benefits; will maintain benefits if involuntarily moved to 10-month schedule; 2-week administrative leave for exposure to COVID-19; guaranteed free parking at schools with no free parking and assistance for a designated parking spot for the nurse; annual leave changes; 21-day notice for annual leave request when school is in session; 3-day notice request for annual leave when school is not session. Thanks to the negotiating team: Robin Burns, Katrena Clark, Myra Hines, Linda Barnes and Jai Branch. For the Licensed Practical Nurses, 3.25% increase in 2021, 3% in 2022, 3% in 2020: \$500 for the contract bonus; \$600 for tuition assistance; \$425 for uniform benefits; will maintain benefits if involuntarily moved to 10-month schedule; 2-week administrative leave for exposure to COVID-19; guaranteed free parking at schools with no free parking and assistance for a designated parking spot for the nurse; annual leave changes; 21-day notice request for annual leave when school is in session; 3-day notice request for annual leave when school is not session. Thanks to the negotiating team: Marilyn Fuller, Karen Meeks, Philomena Osagie, Thedith Moore and Erika Dixon.

Howard University/Howard University Hospital

DCNA leaders and member volunteers have been meeting on a weekly basis preparing our proposals for the upcoming contract negotiations. We expect to commence bargaining this month. The parties are currently negotiating the groundrules that set the procedures for negotiations, including the amount of DCNA representatives at the bargaining table, the dates for negotiations and the conduct of the parties. DCNA thanks our members, many of whom have volunteered to participate in the bargaining process or to pass out information and discuss issues with all employees. In addition, members responses to our contract survey provided a wealth of information that DCNA is utilizing in preparing our proposals.



Masks for America Donates N95s to UMC

On April 20th, Roberta Lenoir, Chairperson, DCNA/UMC received a donation of many N95 masks from Masks for America. As we know, it is imperative that we continue to use and have available N95 s as a part of all PPE. DCNA thanks Masks for America for their generosity.



Right to Representation in Investigatory Examinations

Federal law provides that the union has the right to be present and to represent employees in investigatory interviews. Moreover, in situations where an employee is being questioned by a management representative and reasonably fears that disciplinary action may be taken, the employee is entitled to the assistance of a union representative if he or she requests it. These rights are commonly referred to as “Weingarten rights”. Weingarten rights come into play when the employer determines that it is necessary to interview an employee to discover information as part of an investigation into a workplace matter. In order for the right to exist: (1) there must be a meeting between an employee and a representative of the employer; (2) the meeting must constitute an examination in connection with an investigation; (3) the employee must reasonably fear discipline; and (4) the employee must request union representation.

DC Nurses Root for the Washington Nationals



As a result of a generous offer of tickets from DC Councilmember Robert White’s office, several DCNA members attended a ballgame this past Sunday, April 18th. Although our beloved Nats lost, our nurses had a great time.

DCNA RN Selected as 2021 STAR Nurses

DCNA Economic and General Welfare Cabinet Chair, Laverne Plater (St. Elizabeths Hospital) has been selected as a finalist for the Nightingale Awards for nurse excellence. As reported in the Washington Post on May 6th, Ms. Plater was selected as a 2021 STAR nurse. Congratulations to a great nurse and a great leader in DCNA.

Upcoming Events

DCNA Board and Economic & General Welfare Cabinet meetings, via Zoom, May 18th, 5:30pm. Board and Cabinet meetings are open to all members. Please advise Ms. Vickie Spence at vspence@dcna.org if you wish to attend via a Zoom call.



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.

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