

DCNA Together – Making a Difference in DC

August 2018



Negotiations Update:

Howard University/Howard University Hospital

DCNA and Howard University/Howard University Hospital commenced bargaining on June 21st. The parties have met on numerous occasions, but continue to have disagreements on several major issues, including the attendance policy, schedule and hours of work changes, annual leave carryover, wage increases and health insurance costs.

DCNA has proposed significant changes in the time and attendance policy, with the intention of increasing flexibility in administering the policy. Members have complained that the policy creates an environment in which they report to work with an illness in order to avoid disciplinary action. Moreover, employees receive marks leading to discipline even if they are late one or two minutes. They also receive a mark leading to discipline if they are unable to work due to an emergency or a verified illness. Management proposes no changes to the policy.

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. Ample research concludes that increases in patient satisfaction scores are directly related to increases in staffing and that higher scores do not necessarily result in better patient care. DCNA expects to discuss with management wages and other compensation matters in mid-September.

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. The parties agreed to extend the contract through September 30th.

DBH and Comp 13

On September 17th and 27th 2018, DCNA and District will be in interest arbitration over the 2018-2020 compensation collective bargaining agreements for Comp 13 and DBH. Arbitrator David Vaughn will be presiding over both hearings.

DCNA’s proposals for arbitration are the following: 3% raise in FY 2018, 3% in FY2019 and 3% in FY2020, twenty four (24) hours annually for mental health days and \$1500 for annual education benefits. DBH’s proposals are the following: 3% raise in FY 2018, 2% in FY2019 and 3% in FY2020, sixteen (16) hours annually for mental health days and \$750 for annual education benefits.

DCNA’s proposals for the Comp 13 negotiation includes a 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; \$2000 for education benefits and nurses who train other nurses to receive premium pay. The District’s 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; and \$750 for education benefits.

The parties have agreed on \$50 annual monthly benefits for Metro for both Comp 13 and DBH.

United Medical Center

DCNA and UMC are preparing for negotiations for the 2018-2020 Collective Bargaining Agreement. Some of the main anticipated concerns for the upcoming negotiations are annual pay increases, specialty pay, clinical ladder, increase in premium pay and job security measures.



DCNA Hires Former Howard University Hospital Nurse

The District of Columbia Nurses Association (DCNA) welcomes Ms. Deborah Thomas, RN, BSN, CDE to the position of Organizer. Ms. Thomas brings a wealth of knowledge and experience to DCNA. She worked as a Registered Nurse at Howard University Hospital for over 40 years and served as DCNA President, Board of Directors member and Chairperson (among other roles) of the Howard University Hospital bargaining unit. Ms. Thomas assisted DCNA in organizing nurses at Greater Southeast Hospital (United Medical Center) and Children's National Hospital in Washington, DC. The Washingtonian Magazine also recognized her in 2011 as one of the top ten nurses in DC. Ms. Thomas has spent much of her first month assisting DCNA in negotiations at Howard University/Howard University Hospital. She has met with numerous members to listen to their issues and to engage the membership in coming together in solidarity as one strong voice.

Message from the Executive Director

As we turn the page from Summer into Autumn and finish celebrating Labor Day, I recognize that the Labor Movement has many challenges, but also great opportunities. We often lament the mistreatment of workers, not only by the current Administration in Washington, DC, but in our daily relationship with supervisors and hospital leadership. It is helpful to complain, but without developing winning strategies in meetings, grievances and negotiations, complaints remain unresolved. As you may know, DCNA is bargaining right now for new contracts for about ½ of our membership. We only make gains in working conditions, benefits and wages through the strength and resolve of our members. Martin Luther King, Jr. reminds us that “[t]he labor movement was the principal force that transformed misery and despair into hope and progress.” Thus, as we turn the page, I ask each of you to do one thing to support your co-workers and your elected union leaders. One thing could be to go to a union meeting, or to sign a petition seeking better working conditions, or to join a picket line or demonstration in support of workers. When we are strong, we win.

Upcoming Events

DCNA Board of Directors & E&GW Cabinet Meeting, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, Tuesday, September 18th, commencing at 5:30 pm. These meetings are open to all DCNA members. If you plan on attending, please contact Ms. Vickie Spence at vspence@dcna.org.

Labor Relations Training, DCNA, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, October 10th 10am to 2pm. 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.

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