

DCNA Together – Making a Difference in DC

December, 2021



Negotiations Updates

Howard University/Howard University Hospital

DCNA and HU/HUH have been negotiating for a successor collective bargaining agreement since July. On November 21, management presented DCNA with its “last, best and final offer.” This offer was inadequate – it did not provide the appropriate recruitment and retention tolls needed to attract and retain nurses and licensed health care employees. Management’s proposals do not sufficiently address widespread staffing shortages, do not provide job security, do not provide stability in working conditions, including scheduling for our members and fail to provide equitable pay raises. Subsequent to receiving this proposal, in addition to providing a new proposal, DCNA delivered a petition to HU President Wayne

Frederick and HUH CEO Anita Jenkins, seeking a return to the bargaining table and to negotiate a fair contract. The Washington Metropolitan Labor Council, AFL-CIO also passed a resolution in support of DCNA and sent a letter to Dr. Frederick and Ms. Jenkins advising them of labor’s support.

DCNA and HU/HUH have agreed to have our contract discussions facilitated by Marvin Johnson, an experienced and well-regarded arbitrator and mediator. The parties are finalizing details of this agreement to seek mediation assistance and expect to commence in mid-January 2022. DCNA is committed to achieving a contract that meets the needs of our members and gives up the opportunity to better serve patients who come to HUH.

District of Columbia Government

The District has finally provided DCNA with proposals after a two-year battle. DCNA initiated negotiations with the District in June 2019 but the District refused to negotiate with DCNA for almost two years. The District continuously cancelled negotiations sessions, unnecessarily delayed negotiations and refused to bring substantive proposals to the table. After the District cancelled negotiations in September, DCNA filed an Unfair Labor Practice with the Public Employee Relations Board (PERB) stating that the District acted in bad faith by unnecessarily delaying negotiations. DCNA members reached out to Council members and the Mayor’s Office. Parties had the mediation with PERB on December 2nd and settled. As a result, Parties have agreed to commence negotiations for the DBH unit on January 19th and for Compensation 13 unit on January 26th and we have confirmed negotiations dates for February and March 2022. On December 21st, the District provided proposals to DCNA for 1% raises and rejected all of DCNA’s other proposals.

United Medical Center

United Medical Center (UMC) has continued to violate the Collective Bargaining Agreement (CBA). UMC has informed DCNA that they will not pay the FY22 raises outlined in the CBA until the budget is balanced. In addition, UMC has announced that it will not pay backpay to former employees entitled to backpay according to the CBA, DCNA has filed grievances on both issues and is waiting for the arbitrations to be scheduled.

DCNA Settles Step Increase Grievance

Earlier this year, DCNA and Howard University/Howard University Hospital reached tentative agreement resolving a grievance that alleged that the Employer failed to provide step increases to bargaining unit employees, in violation of the collective bargaining agreement. Over one year ago, DCNA filed the grievance seeking payment for 2020 step increases. As a result of the settlement agreement, HUH paid 250 bargaining unit employees and employees who retired after July 1, 2020, a total amount of \$150,000.

Edward J. Smith, Executive Director, DCNA, stated that he was “pleased the parties could reach a financial settlement, especially before we entered into negotiations for a successor collective bargaining agreement.” He noted further that “the settlement provides relief and we will not have to wait at least six months for an arbitrator’s ruling.”

DCNA Wins Discharge Arbitration

After nearly two years after being unjustly fired from Howard University Hospital, Ms. Apollonia Anderson, a triage nurse in the Emergency Department, received an award from Arbitrator Ira Jaffe which reinstated her employment. He found that the Employer did not have just cause to discharge her and in addition to reinstating her to her former position, ordered that HUH provide her with “full uninterrupted seniority, and make her appropriately whole for the wages and benefits that she lost as a consequence of her improper termination.” Further, because HUH lost this case, Arbitrator Jaffe ordered HUH to pay 100% of his arbitrator fee. Edward Smith, Esq., Executive Director, DCNA handled the case on behalf of DCNA and commented that “management should never have taken this action in the first place; its attempt to remove a hard-working, intelligent nurse who is not afraid to advocate for her patients has failed. Maybe management will reconsider unjust disciplinary actions in the future.

DCNA 2021 Elections

These are the results of the 2021 DCNA Annual Election. Congratulations to those elected and thank you to all who ran for office and for all who voted.

Vice President - Board of Directors (1 Vacancy)

Nancy Boyd

Treasurer - Board of Directors (1 Vacancy)

Eileen Shaw

Board of Directors At-Large (2 Vacancies – 2 Year Term)

Katrena Clark

Dawn Kelley

Board of Directors At-Large [Division of Licensed Professional Care Providers] (1 Vacancy – 2 Year Term)

Michele Jones

Economic & General Welfare Cabinet At-Large (3 Vacancies – 2 Year Term)

Dawn Kelley

Maria Velasquez

Robin Burns*

Katrena Clark*

Ms. Burns and Ms. Clark tied, and as a result, a coin flip will determine the winner.

Metropolitan Washington Council AFL-CIO Delegate (3 Vacancies)

Nancy Boyd

Robin Burns

Katrena Clark

In addition, the amendments to the DCNA By-Laws were passed.

Upcoming Events

DCNA Board and Cabinet Meetings, Tuesday, January 18, 2022, 5:30pm, via Zoom. These meetings are open to all members. Should you wish to join the meeting, please contact Ms. Vickie Spence (vspence@dcna.org), no later than January 14th to confirm attendance. These meetings will be conducted virtually, via Zoom.



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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