

DCNA Together – Making a Difference in DC

January 2023



DCNA Negotiates Retention Bonuses at Children's

In January, DCNA and Children's Hospital reached an agreement to provide RNs with retention bonuses totaling \$23,000, with \$15,000 to be paid in February, 2023. Retention payments are pro-rated for part-time nurses. The agreement requires a commitment to remain employed through June 2025. The Hospital came to DCNA with a desire to retain nurses and address the staffing crisis through an offer of a retention bonus.

Through negotiations, DCNA secured the following improvements to the Hospital's original proposal: 1. equal amount of retention bonus payment for all nurses in the bargaining unit based on only FTE status rather than care areas; 2. decreased length of the retention contract

from 3 years to 2 years and 4 months; 3. agreement for fair repayment terms, including a promise to engage in good faith discussions with an employee to consider extenuating circumstances; and 4. eliminating repayment in the event of death, disability, and layoff.

DCNA & CNH Successor Collective Bargaining Negotiations

Please click on the following link to respond to our 2023 Contract Survey:

<https://forms.gle/qf7RNZ6FXyWpnb9G9>. Our current CBA is due to expire on June 30, 2023. In order to develop proposals for a new agreement that reflect your concerns, it is crucial that you take the time to complete this survey. Your input is essential to a CBA that is for all of us.

DCNA Leader Robin Burns Attends the 2023 AFL-CIO Dr. Martin Luther King Jr. Civil and Human Rights Conference



From the AFL-CIO website:

"In the words of Dr. King from his "Where Do We Go from Here?" address, "[W]e must walk on in the days ahead with an audacious faith in the future," and we have so much faith in the future after seeing what we accomplished at this year's conference.

Our labor community was engaged, we served others through service projects, and we came together in taking another step toward strengthening the bond between the civil rights and labor movements.

Photo credit: Keith Mellnick for AFL-CIO (Robin Burns & AFL-CIO President, Liz Shuler)

District of Columbia Delays Raises and Bonuses for DCNA RNs

On August 24, 2022, the Mayor of the District of Columbia, Muriel Bowser, signed and approved compensation agreements covering nurses at the Department of Behavioral Health and Compensation Unit 13. This agreement covered nearly 300 of our members and provided for back pay in the amount of 3.5% for FY2021 and a bonus payment of 3.5% for FY 2022. The District has violated our agreements by failing to provide these payments. DCNA has contacted the Mayor, the Office of Labor Relations and Collective Bargaining, the DC Council and the City Administrator, to seek adherence to this agreement. DC Council Chairman Phil Mendelson has assisted DCNA in putting pressure on the Mayor's office to make our collectively bargained for payments. DCNA has also filed a grievance to force the Mayor and the District to comply with our agreements. The Mayor failed to respond to our demands; however, the OLRCB advised the following:

Thank you for your correspondence of last Friday. In reviewing DCNA's grievance, the Agencies are not entirely sure how they violated the Comp 13 CBA. The Union mentions retroactive pay, but there is no provision in the CBA that obligates the Agencies to provide retroactive pay (presumably for FY21, since FY22 provides a bonus in lieu of a wage increase) within a specific time-frame or by a date certain. This payment is in process and will be implemented as soon as possible. I will not bore you with details of the complexities of implementing wage increases, bonuses, and retroactive pay, but the agencies tasked with doing this work (OCTO, OCFO, OPRS, and DCHR) are working as fast as they can while doing everything possible to ensure accurate payment to bargaining unit members.

The FY22 bonus is also in process – as you and I have discussed separately. OCTO, OCFO, OPRS, DCHR, and OLRCB hope to provide that to bargaining unit members shortly. To the extent §B of Article 1 contains a time-frame, it states only that this “payment will be made no later than ninety (90) days after the implementation of the wage increases for FY 2021.” As the wage increases for FY 2021 are still in process and have not been implemented, the Agencies are not in breach of §§A or B. Therefore, the Agencies cannot grant the Union’s grievance, but I can assure the Agencies’ valued DCNA bargaining unit members and partners [sic] diligence on the part of the agencies processing these wage changes in getting both payments made as swiftly as possible. I can also assure you that I will keep you updated with anything I learn.

This response is unacceptable and without legal authority. DCNA has invoked arbitration to ensure that payment will be made and continues to pressure the District to implement the payments.

AFL-CIO Statement on the Death of Tyre Nichols

Statement from AFL-CIO President Liz Shuler and AFL-CIO Secretary-Treasurer Fred Redmond following the indictment of five Memphis, Tennessee, police officers charged in the death of Tyre Nichols:

“Our hearts break for Tyre Nichols, those who loved him, and a community in pain, in light of his death during a violent encounter at the hands of five Memphis police officers during a traffic stop on Jan. 7. Tyre was a beloved father, son and friend who was working to build a good life for himself and his family. We join the call in demanding justice for Tyre Nichols and remain dedicated to advancing racial justice throughout our nation.”

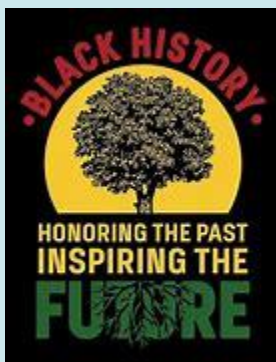
<https://aflcio.org/reports/public-safety-blueprint-change>

Don’t Forget our Members Who Need Help

Did you know that DCNA has a fund specifically set up to help members in need of financial assistance? For well over a decade, DCNA has provided assistance to nurses and licensed health care workers who have struggled financially. We ask that you help keep this fund maintained. To donate, please contact Ms. Veronica Burnett at vburnett@dcna.org.

Upcoming Events

DCNA Board and Cabinet Meetings, Tuesday, February 21, 2023, 5:30pm, in-person, 1220 12th Street, SE, Suite G10, Washington, DC 20003. 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 February 14th to confirm attendance. **A major agenda item is a vote on whether to increase membership dues. Voting will occur in-person; there will be no mail, email, absentee or on-line ballots.**



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 1220 12th Street, SE, Suite G10, Washington, DC 20003. Telephone – (202) 244-2705