

DCNA Together – Making a Difference in DC

July 2019



Negotiation Updates

Department of Behavioral Health & Compensation Unit 13

DCNA sent the demand for bargaining to the District of Columbia on June 25th and both DBH and Comp units are preparing for bargaining in 2020. The Comp 13 unit has sent a survey on concerns in the unit which included questions on pay raises, telework, educational benefits, parking, metro, health insurance, differential pay and more. This survey will allow the negotiating team to prepare a proposal that will benefit the unit. Please fill out surveys and get them to your shop steward or fax them to 202-362-8285 or email them to

wblegay@dcna.org. The DBH unit is preparing the surveys and will send it out to the membership once it is completed.

United Medical Center

UMC and DCNA non-compensation exchanged proposals on July 11th. Parties countered on the following issues: orientation, committees, nurse-patient ratios, scheduling, discipline and discharge. Parties will not discuss any economic proposals until the non-economic proposals have been fully negotiated. UMC and DCNA will reconvene in August to continue the discussion.

DCNA Resolves Pharmacy Pay Grievance



On July 30th, at a Level II grievance meeting, management agreed to pay Pharmacists and Pharmacist Ds (doctorate degree) pay raises as identified in the wage scales that are part of the collective bargaining agreement. All Pharmacists will receive a 2.5% base pay increase, retroactive to July 1, 2018. Pharmacist Ds will receive a 7.5% increase in base pay, retroactive to July 1, 2018. Management advised that it expects to provide payment by early August. DCNA Executive Board member, Ms. Mulu Mengistab, stated that she was pleased to see this finally resolved, but noted that “we would not have successfully resolved this important matter if we did not file a grievance and force management to deal with DCNA.”

DCNA/HU-HUH Chairperson Eileen Shaw and Executive Board member Mulu Mengistab

DCNA Nurses Visit with Ward 7 Seniors

On July 29th, several DCNA members, along with Executive Director Edward J. Smith, met with senior residents at Washington Senior Wellness Center on Alabama Avenue, SE. DCNA arranged the meeting to build formal relationships with DC residents and to discuss the health care needs of our senior citizens in Southeast DC. Ms. Roberta LeNoir, UMC/DCNA Chairperson, Ms. Karen Richardson, DCNA Delegate, Metropolitan Labor Council, AFL-CIO and Myra Hines, DCNA Delegate, Metropolitan Labor Council, AFL-CIO, all spoke with several residents. The residents were very clear in describing what health care services they believe are needed in Southeast. All of those attending agreed that because there is aging population in southeast, geriatric services are required. Further, the senior residents know that it is important to be able to receive maternal health care in a facility in the neighborhood in which expectant mothers live. The residents were also concerned with the possibility of not receiving immediate care in the cases of strokes and heart attacks. They know that every minute a stroke victim waits for care raises the likelihood of death. The residents also described the need to have services to address diabetes.

DCNA has scheduled an upcoming visit to another senior wellness center in Southeast (*see Upcoming Events below*) and is committed to meeting with seniors at the Washington Senior Wellness Center on a regular basis. Mr. Smith advised that “without community support, labor cannot regularly win fights against those in power; but, where we are right and we work together, we can win any fight.” He made clear that building a long term relationship with DC residents is one of the most important goals of DCNA.

Upcoming Events

DCNA Visits Congress Heights Senior Wellness Center, 3500 MLK Avenue, SE, Wednesday, August 7th, 1pm. The visit is part of the DCNA Community Outreach Program and is designed to build an ongoing relationship with DC residents to discuss their health care needs and to help DCNA advocate for full and equal health care for all residents of DC. If you are interested in attending this event or future meetings, please contact Ed Smith at esmith@dcna.org.

Your Rights at Work, WPFW, 89.3FM or wpfwfm.org, Thursday, August 8th, 1-2pm. Listen to Edward J. Smith, DCNA Executive Director, as he hosts the weekly radio program on workers’ rights. This week’s show will highlight the issues surrounding patient care at United Medical Center. Mr. Smith will take calls from the audience and will have guests who are workers at UMC. You can call the show at (202)588-0893 with comments or questions.

DC Health Justice Coalition: Defend Health Care on the East End, Thursday, August 22d, 6:00 – 8:00 pm, United Medical Center, 1310 Southern Avenue, SE, Conference Rooms 2 & 3. DCNA, along with other unions and community groups, continue to hold community meetings to support equitable and full health care at United Medical Center and to advocate for the building of a new hospital that provides health care services that meet the needs of the community. To RSVP for this event, please contact Walakewon Blegay, Esq., at wblegay@dcna.org.

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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