

DCNA Together – Making a Difference in DC

June 2019



THE UMC FIGHT FOR HEALTH CARE CONTINUES

On June 18th, the DC Council voted on the Budget Act which confirmed that \$ 22.14 million will be provided as a subsidy to UMC. Additionally, through amendment introduced by Councilwoman Elissa

Silverman, UMC will make an effort to avoid laying off frontline staff of UMC such as nurses and that DCNA will receive notice of any reduction in force 30 days prior to implementation.

The fight is not over! The District cut the expected subsidy for UMC by close to \$20 million. Therefore, UMC is expected to start laying off staff in August or September. On July 1, 2019, the operator for UMC, Mayzars USA, will present to the UMC Board how they will cut expenditures of the hospital in light of the substantial cuts in subsidy from the District. The CEO of UMC has promised DCNA that any initial cuts will not impact nurses; however, DCNA learned just recently that the CEO has been fired. DCNA is collaborating with organizations and community leaders to fight against any cuts to nurses and services at UMC. On July 11th from 6pm to 8pm, DCNA is sponsoring a community discussion with Ward 8 leaders at UMC in conference rooms 2 and 3 to discuss the future of UMC and health care east of river. *See Upcoming Events* (below).



Negotiation Updates

Department of Behavioral Health & Compensation Unit 13

On, June 26th, DCNA sent a demand to bargain successor collective bargaining agreements for both the DBH and Comp 13. Under DC Code § 1-617.17 (f)(1), DCNA is required to send a demand to bargain between 120 to 90 days prior to the last fiscal year in the current collective bargaining agreement, Both units are planning to meet to begin preparing for negotiations. The goals are to start negotiating early and quickly negotiate successor agreements to avoid nurses waiting for years of backpay.

Nurses in Comp 13 and DBH are still waiting for backpay for raises for the time period from October 2017 to May 2019. DCNA has followed up with the District on the status of the backpay and the District has informed that it takes between 3 to 6 months for the District to process backpay. DCNA will continue to follow-up with the District on the status of the backpay and will take legal action if the backpay has not been issued by October 2019.

Howard University Hospital Finally Provides Back Pay to DCNA Members

Beginning on June 25th, managers at Howard University Hospital handed out checks to DCNA members as part of the wage provisions of the new collective bargaining agreement. Because of the employer's delay in implementing the back pay agreement, employees will receive almost one year of back pay on across the board wage increases of 2.5%, effective July 1, 2018. On June 20th, DCNA filed a grievance with the Hospital's CEO, James Tolmie, demanding that the employer comply with the collective bargaining agreement and provide employees with back pay. In addition, the 2019 across the board pay raises will occur early next month.

DCNA is also discussing with management the implementation of new provisions in the contract that require charge (\$3.00) and preceptor (\$2.00) pay. In mid-April, DCNA requested information that would assist in calculating payment for these duties. The employer has not responded and thus DCNA. On July 1st, DCNA filed a grievance demanding that management comply with the contract and pay nurses for preceptor and charge duties.

Labor Law Corner

What is an Unfair Labor Practice (ULP)?

An Unfair Labor Practice (ULP) occurs when management discriminates against you because of your union activity. Management is prohibited by local and federal laws from disciplining an employee for union activity or addressing working conditions. For example, employee A complains about the discontinuance of self-scheduling for everyone in the unit to the unit supervisor, and suddenly employee A receives a disciplinary action for a common practice throughout the facility. We can make an inference that employee A was disciplined because employee A approached the unit supervisor regarding the self-scheduling. In this case, DCNA would file a complaint with the DC Public Employee Relations Board if employee A was a DC government employee or with the National Labor Relations Board if employee A worked at a privately owned facility. However, the deadline for filing this complaint with either agency is 4 (DC PERB) or 6 (NLRB) months after the disciplinary action; the complaint will be dismissed if DCNA files the complaint after this deadline. If you suspect that management disciplined you or took any actions against you because of your union activity or for addressing working condition issues, please contact Staff Attorney Wala Blegay immediately at wblegay@dcna.org.

Upcoming Events

Our Health Matters: the Future of United Medical Center and the East End Hospital, Thursday, July 11th, 6:00 – 8:00 pm, United Medical Center, 1310 Southern Avenue, SE, DC, Conference Rooms 2&3. Please contact Walakewon Blegay, Esq. at wblegay@dcna.org to RSVP.

Labor Relations Training, DCNA, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, Tuesday, August 20, 5pm to 8pm. 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 for the training.



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 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016. Telephone – (202) 244-2705