

DCNA Together – Making a Difference in DC

March 2019



Negotiations Update

Howard University President Executes DCNA/HU-HUH Contract

On April 2, 2019, DCNA received the executed copy of our collective bargaining agreement with Howard University/Howard University Hospital. The contract is thus now in effect. DCNA members are expected to receive contractually negotiated pay increases, retroactive to July 1, 2018 in April. The contract also maintains provisions on addressing staffing issues, including the commitment to review staffing levels through a hospital-wide Staffing

Committee and the opportunity to address workplace issues, including staffing shortages, through the filing of Assignment Despite Objections.

Compensation Unit 13 and Department of Behavioral Health

On March 25, 2019, DCNA's Compensation Unit 13 and Department of Behavioral Health sent a letter to DC Mayor Bowser demanding that their contracts be forwarded to the DC Council before the April 2, 2019 Legislative meeting. As noted in the letter, DCNA declared impasse in May of 2018 and commenced arbitration on the remaining articles in September 2018. The arbitration was settled in November and December and since then, DCNA unit members in both Comp 13 and DBH have been waiting patiently for the Mayor to submit the contracts to the DC Council, as required by law. **In response to DCNA's pressure, the Mayor did indeed submit the contracts to the DC Council on April 2nd. The DC Council is holding a hearing on the Compensation Unit 13 contract April 10th and we are awaiting a hearing date for the DBH contract. We expect both contracts to be voted on and passed by the DC Council on May 6th.**

United Medical Center

On April 4th, DCNA and UMC commenced negotiations for the successor collective bargaining agreement. Labor and management discussed ground rules, process and methods for negotiations. DCNA's negotiation team members are Roberta LeNoir, President, Debra Washington, Vice President, Donita Reid-Jackson, Mary Vandy and Charles Obasi.

DCNA Joins our National Union in Lobbying Congress for Health Care for All

On April 29-30th, hundreds of nurses and other health care professionals will descend on the US Capitol to demand health care for all of our citizens, not just those who can afford it. As you know, we fight this challenge every day in the District of Columbia. This is a great opportunity for you to stand up for yourself and your patients by meeting members of Congress and demanding that they act in our interests.

DCNA Resolves Overtime Complaint for HUH Members

On April 3d, DCNA received evidence that Howard University Hospital has paid current and former DCNA members who performed overtime but were not compensated for their work. The payments amounted to over \$ 50,000.

Ms. Eileen Shaw, Chairperson, DCNA/HU-HUH, first learned of the issue in December 2018. After several discussions and research, management recognized that a former supervisor refused to sign off on overtime work that was performed. Management then reviewed the employees' time and attendance records and determined that numerous DCNA members were entitled to the overtime payment. Ms. Shaw stated that "I am pleased with this outcome. Management responded to a serious issue and corrected a wrongdoing without DCNA having to resort to protracted litigation. I am hopeful that labor and management can strengthen our relationship based on the respect of the work DCNA members perform."

DCNA Testifies At DBH Budget Hearing for Safety



On March 29th, Staff Attorney Wala Blegay, DCNA-DBH Tinoula Shokunbi and DCNA-DBH Vice President Susan Nelson came before the DC Council Committee of Health for the DBH Budget hearing requesting \$2.5 million to improve safety at the hospital. Since the DBH oversight hearing on February 12th, DCNA has been meeting weekly with the CEO and the St. Elizabeths management to discuss ways to improve the safety for the staff. After a series of meetings, St. Elizabeth's has agreed to make the following changes: enclosed nursing stations: 1G, 1D, 1F, 1G; install patient phones and water fountains in dayrooms on all units; revise orientation; increase code 13 training and drills; and training on use of restraints and check panic buttons in the units. DCNA requested \$2.5 million for the following the recommendations to improve the safety of the hospital including: (1) enclosed nursing stations for all units; (2) 30 more Special Police Officers; (3) designated code 13 response team; (4) orientation should include a 6-month preceptor and comprehensive forensic training; and (5) add 5 worker compensation

case workers. DCNA pledged to continue working with DBH CEO Mark Chastang to improve the safety of the hospital.

Upcoming Events

Nurse Week Event – Lunch Cruise on the Odyssey, Wednesday, May 8th, Noon – 2:00 pm. To register, please contact Ms. Vickie Spence at vspence@dcna.org. *You must complete and submit your reservation form no later than April 17th.*

2019 Union Leadership Workshop, National Nurses United, Tuesday, April 23, 2019 from 10:00 am - 3:00 pm at NNU, 8455 Colesville Road; Suite 1100; Silver Spring, MD. Lunch and refreshments will be served. The training session is free to DCNA/NNU members. If you would like to attend, please register directly with NNU via online registration at www.bit.ly/RegionalWorkshop2019.



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