

DCNA Together – Making a Difference in DC

May, 2021



Negotiations Updates

District of Columbia Government

The District and Comp 13 and Department of Behavioral Health (DBH) have exchanged proposals. The Compensation 13-unit



proposals include the following: 4.5% annual raises; adding steps 11 to 14 to the pay scale; 2 step increases for doctoral degree; license renewal bonus; Nurse Practitioner pay adjustment; increase of evening differential to 20%; increase of night differential to 25%; tuition reimbursement for \$7000; \$2000 for health-related training; 25% premium pay for caring for COVID-19 patients; 25% hazard pay premium pay; 6 annual Mental Health days; birthday leave; COVID-19 administrative leave when you are infected with COVID-19 and \$270 monthly metro and parking incentive. The DBH/DCNA unit proposals include the following: 5% annual raises; 2 step increases for Doctoral Degree; license renewal bonus; Nurse Practitioner pay adjustment; \$2500 contract bonus; \$3000 for tuition reimbursement and health-related training; 25% premium pay for Saturday work; 25% premium pay for caring for COVID-19 patients; \$100 daily premium pay for during the COVID-19 pandemic; 25% hazard pay premium pay; 5 mental health days annually without using sick leave; COVID-19 administrative leave when you are infected with COVID-19; \$1500 for nationally recognized certification; \$250 monthly Metro and parking incentive. Parties are going to commence negotiations in the next few weeks.

Howard University/Howard University Hospital

DCNA leaders and member volunteers continue to meet on a regular basis to prepare our proposals for the upcoming contract negotiations. The parties are currently negotiating the groundrules that set the procedures for negotiations, including the amount of DCNA representatives at the bargaining table, the dates for negotiations and the conduct of the parties. DCNA thanks our members, many of whom have volunteered to participate in the bargaining process or to pass out information and discuss issues with all employees. In addition, member responses to our contract survey provided a wealth of information that DCNA is utilizing in preparing our proposals. DCNA will be scheduling union meetings in the near future to discuss the contract negotiating process and to gain membership support to guaranty we have a powerful and unified voice at the bargaining table.

Message from the Executive Director



As you are all aware, the DC Government has significantly relaxed restrictions throughout DC. It is important for us, as leaders in healthcare, to remind people of the continued need to be vigilant and ensure that we help end this pandemic. DCNA will continue to be the voice of health care workers and make sure that hospitals and facilities in DC continue to make every effort to keep nurses, health care professionals, support staff, patients and residents of DC safe and healthy. We encourage our members to be vaccinated and to educate the public about the benefits of vaccination..



I cannot say enough about how our members have responded to this pandemic. Our members have worked extra hours, received no hazard pay, lost vacation time and many have been infected, even as they care for patients and their families. I will continue to raise awareness in our community of the need to listen to our nurses and health care professionals in matters relating to the pandemic and health care in general. I have never been more proud to be a part of DCNA. Thank you to all of our members.

DCNA Committee Updates

Mary Jones Bryant, At-Large member of the DCNA Board of Directors has been working with leadership and staff to build our DCNA archives. She is the Chair of the newly created Archives Committee. DCNA was established on April 15, 1904 as the Graduate Nurses' Association and we started building a union movement in the late 1960s. We have a proud history and we are committed to documenting our history. If you have any photos or other materials you can share with us, we will appreciate sharing as we develop our archives.

Agnes Addington, At-Large member of the DCNA Board of Directors, is the Chair of DCNA's Continuing Education Committee. Agnes has successfully coordinated several education programs with CE credit. She needs a few volunteers to assist with creating more educational opportunities for our membership. If you are interested, please send an email to Ms. Vickie Spence, at vspence@dcna.org.

Robin Burns, Vice President, DCNA and Chair of the DC COPE Committee, is seeking volunteers to support DCNA's legislative program. DCNA expects to advocate for a variety of issues before the DC Council, including funding of full-time nursing in DC Public and Public Charter Schools for 40 hours per week, Safe Staffing (Nurse/patient ratios) and workplace violence. In order to gain serious traction among members of the DC Council and the Mayor, we need our members to become more active and to volunteer to be part of our legislative committee (DCNA COPE). If you are interested, please send an email to Ms. Vickie Spence, at vspence@dcna.org.

DCNA Hires Thomas Raymond as Organizer



On March 1st, Thomas Raymond started work with DCNA as an Organizer. Tom has decades of organizing experience, serving as a local union president, organizer with AFSCME and the New York State Nurses Association, among many other union duties. Tom brings a fierce advocacy to DCNA. He has already increased our membership by assisting our local leaders in signing up new hires to have dues deductions completed. He is currently working on looking at non-unionized facilities to see if health care professionals desire to be represented by DCNA. If you have friends or colleagues that work in a nonunion health care setting, please contact him at thomasraymond844@gmail.com.

Upcoming Events

Save the Date: DCNA Year of the Nurse Zoom Party – July 16, 2021, 630-800pm. Gifts, dinner and entertainment on 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.

DCNA is located at 1220 12th Street, S, Suite G10, Washington, DC 20003. Telephone – (202) 244-2705