

DCNA Together – Making a Difference in DC

October/November 2023



DCNA/CSS Fight for Nursing and Patient Care

The DCNA School Nurses joined with their colleagues, parents of students and interested community members to plan how to end the recently imposed Cluster Model of nursing. Under this model nurses are removed from being assigned to mostly one school where now under this anti student and anti-nurse model they are assigned to a group of schools where they rotate based preeminently on directives from management. Several senior nurses have left the employ of CSS as this model has been confusing, and substantially increases nurse workload.

The price our students and families are facing without now regularly having a dedicated nurse at their school has made parents and nurses concerned about response times and overall health outcomes in schools where there are children in need and with chronic conditions.

This anti-union model has also sought to use health techs to cover for the gaps where nurses are not available. At the recent community meeting participants made plans to collectively organize to end this plan and to again call for a nurse in each school. Help fight back against this disastrous plan by signing a petition, <https://chnng.it/wDGxdbS8Mc>.



DCNA Elections and Annual Meeting

The Annual Meeting is scheduled for December 14th, at Martin's Crosswinds, 7400 Greenway Center Drive, Greenbelt, MD 20770. Registration for the Annual Meeting has been extended and is now due on December 7th. This year's continuing education course is titled Confronting Racial and Ethnic Disparities in Health Care.

If you are a DCNA member, you should have received the ballots for the Annual Election. Please contact Ms. Vickie Spence at vspence@dcna.org, if you have not received your ballot.

Special Thanks: DCNA would like to especially thank the following vendors for their generous donations to the DCNA Needy Nurses Fund Silent Auction: Alamo Drafthouse Cinema, Appointed, Arena Stage, Barre3 14th Street, Bethesda Crab House, Boombox Boxing, Bullfrog Bagels, Capital City Go-Go, Captain Cookie, Cooper's Hawk Winery & Restaurant, Fogo de Chao – Washington, DC, Gaylord National Resort & Convention Center, Harris Teeter, Lili The First Boutique, Maggiano's, Marcella Kriebel Art & Illustration Team, Matchbox/Thompson Hospitality, Nando's, Pacers Running, Rockland's Barbque & Grilling Company, Rodman's Grocery Store & Tees by NurseBaeB. All proceeds from the Silent Auction go our Needy Nurses Fund, established to assist DCNA members who face financial difficulty.

DCNA Holds Union Leadership Training

DCNA is pleased to announce a successful leadership/Shop Steward training class on November 27th. at the 12th. St. offices In attendance were RN's Donita Reid-Jackson, Maureen Ayong, Tish Oehmke and the bargaining unit Vice President Debra Washington. Along with President Roberta Lenior, UMC now has five shop stewards. We will all work in securing a great contract & get ourselves ready for the upcoming new hospital which the notoriously non union UHS will operate We will organize the new hospital with nurses like these Thomas Raymond Organizer

DCNA/GWUH Nurses Continue Fight for Recognition & First Collective Bargaining Agreement

Nurses at The George Washington University Hospital continue to organize and discuss ways in which they can effectuate change at the Hospital for the betterment of care for all patients. More and more nurses are becoming active in DCNA/GWUH's fight for a first contract. DCNA continues to wait for the National Labor Relations Board to rule on numerous unfair labor practice charges and on the employer's election objections filed last month. Union organizers and nurses created a beautiful chalk art mural on the sidewalk in front of the Hospital (photos on next page).

DCNA Asks DC Board of Nursing to Fight Back Against the School Nurse Cluster Model

Excerpted letter from Deborah Thomas, DCNA Nurse Consultant to Dr. Teresa Walsh, Executive Director, DC Board of Nursing:

This letter is to inform you of some particularly significant changes being made to the practice of nursing in the school setting. The Cluster Model was created by Children's School Services (CSS) to deal with their inability to pay a competitive wage or moderate staff turnover to keep or attract nurses for our public schools. The combined lack of commitment from those making funding decisions and the management decision to notify and consult nurses only after this model was planned and decided upon has exacerbated the already insufficient funding pattern.

This model creates a scenario of one RN being remotely responsible for three to four schools, leaving most DC schools without nurse professional medical support. Delivery of services in most cases is inappropriately left to unlicensed personnel. Our most vulnerable children are put at risk under this plan.

...

This change in care dynamics for CSS has caused terrible chaos at the beginning of the 2023- 2024 school year. As I write this letter, ten nurses have retired or resigned, leaving a staff of demoralized nurses trying to cope with significant dysfunction putting our children at risk.

The following administration of nursing services ... are in jeopardy because of the adverse conditions that have resulted from this very precipitous change: delegating and assigning nursing interventions to implement the plan of care; providing an environment for the maintenance of safe and effective care; evaluating responses and outcomes to interventions and the effectiveness of the plan of care; and promoting a safe and therapeutic environment.

Membership

All membership applications should be faxed to the DCNA office at 202-362-8285, mailed, or emailed to Veronica Burnett at vburnett@dcna.org. Please include your personal email address and cell phone number. Likewise, if you move, be sure to email Ms. Burnett with your updated mailing address. If you are not receiving emails or physical mail from us, you may email that information to Ms. Burnett so that your profile is update and accurate. Thank you!



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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