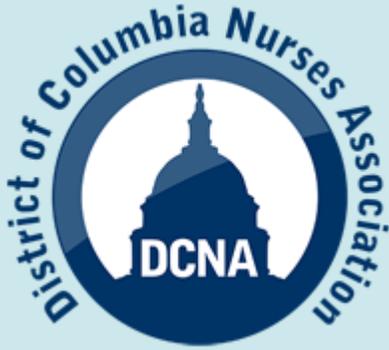


DCNA Together – Making a Difference in DC

September/October, 2021



Negotiations Updates

Howard University/Howard University Hospital

DCNA and HUH met throughout October. On October 28th, management provided DCNA with a comprehensive proposal, including wage increases, differentials, benefits, subcontracting, hours of work and other issues. We will meet with management on Tuesday, November 2^d to discuss all remaining issues. Management has rejected our efforts to implement specific RN/Patient ratios, has proposed drastic cuts to differential pay and seeks the ability to subcontract out bargaining unit work. The contract has been extended to November 5 meaning that it continues in full force and effect until such date. We conducted membership meetings on Monday, November 1, from 8-10am and 1130am-2pm.

United Medical Center

On October 18th, UMC-Unit President, Roberta LeNoir and DCNA Staff Attorney, Walakewon Blegay, testified before the DC Council Committee on Health about UMC's failure to resolve contract concerns and has now forced DCNA to file for arbitration. The main contract concern is UMC's failure to pay the FY21 backpay outlined in the Collective Bargaining Agreement. DCNA has filed grievances on this issue and is now heading to arbitration. Management informed the DC Council during the hearing that they plan to pay the backpay in November 2021. DCNA is moving forward with arbitration until nurses are paid FY21 raises. DCNA also testified that UMC's Human Resources department is severely understaffed and unqualified to handle Human Resources issues. During the hearing, UMC included documents detailing the winding down operations at UMC which does reflect the approval to begin the closure of the hospital in 2023 and 2024.

District of Columbia Government

The District and Comp 13 and Department of Behavioral Health (DBH) commenced negotiations on September 20th and 21st. 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. The District has not responded with proposals and parties have not gotten together to negotiate. DCNA is reaching out to the DC Council for intervention for smooth negotiations.

DCNA 2021 Elections

On October 4, DCNA sent notice of the 2021 DCNA Elections and Annual Meeting. As you are probably aware by now, the 2021 Elections will be conducted on-line. If you have not provided DCNA with an updated home address and personal email address, please do so as soon as possible. You can provide such information to Ms. Veronica Burnett at yburnett@dcna.org. The following positions are up for election on the ballot this year: **Board of Directors** - Vice President; Treasurer; 2 At-Large; 1 At-Large – Division of Licensed Professional Care Providers (LPN, Social Worker, Pharmacist and Dietitian); **Economic and General Welfare Cabinet** – 3 At-Large; **Metropolitan Washington AFL-CIO** – 3 Delegates. Here are the candidates:

Vice President - Board of Directors (1 Vacancy)

Nancy Boyd
Robin Burns

Treasurer - Board of Directors (1 Vacancy)

Olubukunola Osinupebi-Alao
Eileen Shaw

Board of Directors At-Large (2 Vacancies – 2 Year Term)

Valesay Cherie
Katrena Clark
Garnett Freeman
Dawn Kelley
Olubukunola Osinupebi-Alao

Board of Directors At-Large [Division of Licensed Professional Care Providers] (1 Vacancy – 2 Year Term)

Michele Jones
Erika Mobley-Dixon

Economic & General Welfare Cabinet At-Large (3 Vacancies – 2 Year Term)

Robin Burns
Katrena Clark
Veronica Gray
Dawn Kelley
Maria Velasquez

Metropolitan Washington Council AFL-CIO Delegate (3 Vacancies)

Nancy Boyd
Robin Burns
Katrena Clark

The DCNA Board of Directors is also recommending certain amendments to our By-Laws. The question of whether to approve the amendments will also be in the ballot.

DCNA Needy Nurses Fund

Did you know that DCNA has a fund specifically set up to help members in need of financial assistance? For well over a decade, DCNA has provided assistance to nurses and licensed health care workers who have struggled financially. We ask that you help keep this fund maintained. To donate, please contact Ms. Veronica Burnett at yburnett@dcna.org.

Upcoming Events

DCNA Board and Cabinet Meetings, Tuesday, November 16, 2021, 5:30pm, via Zoom. These meetings are open to all members. Should you wish to join the meeting, please contact Ms. Vickie Spence (vspence@dcna.org), no later than **November 12th** to confirm attendance. These meetings will be conducted virtually, via Zoom.

DCNA Annual Meeting – December 2nd, 7:30pm, via Zoom.

In addition, DCNA is providing a CE Class at 5:30pm: Impact of COVID-19 and the Long-term Effects on the Mental Health of Nurses and Frontline Healthcare Professionals. We will have a DJ, photos, food, and other fun planned. You must **register by November 5, 2021** by sending an email to Ms. Vickie Spence – vspence@dcna.org. Elections will be conducted on-line. **Please make sure you update your contact information. Send DCNA your personal email and your home address to ensure you receive election information and a ballot. Send your contact information to Ms. Veronica Burnett at yburnett@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.

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