

# DCNA Together – Making a Difference in DC

September 2018



## Negotiations Update:

### Howard University/Howard University Hospital

DCNA and Howard University/Howard University Hospital commenced bargaining on June 21<sup>st</sup> and met last week on September 25<sup>th</sup> and September 28<sup>th</sup>. We were unable to finalize a tentative agreement but made significant progress toward the completion of negotiations. We have agreed to extend the contract through October 31<sup>st</sup>. We continue to bargain over several major issues, including the attendance policy, schedule and hours of work changes, annual leave carryover, wage increases and health insurance costs.

DCNA has proposed significant changes in the time and attendance policy, with the intention of increasing flexibility in administering the policy. Members have complained that the policy creates an environment in which they report to work with an illness in order to avoid disciplinary action. Moreover, employees receive marks leading to discipline even if they are late one or two minutes. They also receive a mark leading to discipline if they are unable to work due to an emergency or a verified illness. In our most recent bargaining session, management made proposals that were designed to treat varying levels of tardiness on a more equitable basis and in recognizing that there are cases in which unscheduled leave or early departure are unexpected and are a documented medical condition. The parties have not yet reached agreement on this important issue but have made progress.

DCNA has proposed annual increases for all bargaining unit employees for each year of a 3-year contract. Management has countered with a proposal linking pay increases to improvements on the Press Ganey patient surveys. Ample research concludes that increases in patient satisfaction scores are directly related to increases in staffing and that higher scores do not necessarily result in better patient care.

DCNA has proposed to restore annual leave carryover to 240 hours per year and to be able to convert unused annual leave to cash. Management has proposed no change.

### DBH and Compensation Unit 13

On September 17th and 27th 2018, DCNA and District commenced an interest arbitration over the 2018-2020 compensation collective bargaining agreements for Comp 13 and DBH. Arbitrator David Vaughn presided over both hearings.

DCNA's proposals for arbitration are the following: 3% raise in FY 2018, 3% in FY2019 and 3% in FY2020, twenty four (24) hours annually for mental health days and \$1500 for annual education benefits. DBH's proposals are the following: 3% raise in FY 2018, 2% in FY2019 and 3% in FY2020, sixteen (16) hours annually for mental health days and \$750 for annual education benefits.

DCNA's proposals for the Comp 13 negotiation includes a 3% raise in FY 2018, 3% in FY2019 and 3% in FY2020; DYRS nurses to receive overtime and mileage for floating between the two DYRS facilities; \$2000 for education benefits and nurses who train other nurses to receive premium pay. The District's proposals are the following: 3% raise in FY 2018, 2% in FY2019 and 3% in FY2020; nurses to only receive mileage for floating between the two DYRS; and \$750 for education benefits. The parties have agreed on \$50 annual monthly benefits for Metro for both Comp 13 and DBH.

The next days scheduled for arbitration for both contracts are October 3rd and 9th.

## United Medical Center

DCNA and UMC are preparing for negotiations for the 2018-2020 Collective Bargaining Agreement. Some of the main anticipated concerns for the upcoming negotiations are annual pay increases, specialty pay, clinical ladder, increase in premium pay and job security measures.

## “Outlook from Your Organizer”

Know your Rights (Assignment Despite Objection) This is a universal document to be utilized by all nurses in our local bargaining units. The main purpose is to document an assignment that is objectionable in your professional judgement. This is the first step legally if that assignment then causes any negative outcomes. This responsibility is referenced in the DC Nurse Practice Act. These forms will also be the basis of negotiations looking at contractual language that can appropriate the development of safe nurse – patient ratios. This can be filed on our website which will store for our data collection.

## Labor Law Corner:

### Unprofessional Behavior - Shop Stewards

Shop Stewards are given the unique opportunity to represent their colleagues before management. There are, however, limitations on actions that are not protected under law. Shop stewards should refrain from yelling or screaming at management, sending threatening emails or letters and using profanity or name calling. Although DCNA encourages all union leaders to be assertive by sternly stating the Union’s position, any unprofessional actions such as cursing or yelling will lead to disciplinary action and even termination. When a shop steward exhibits unprofessional behavior at union/management meetings, their actions are not protected by law and they will be subject to disciplinary action with no recourse. For more information, please contact Staff Attorney, Walakewon Blegay, at [wblegay@dcna.org](mailto:wblegay@dcna.org).

## Upcoming Events

**DCNA Board of Directors & E&GW Cabinet Meeting, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, Tuesday, October 16<sup>th</sup>, commencing at 5:30 pm.** These meetings are open to all DCNA members. If you plan on attending, please contact Ms. Vickie Spence at [vspence@dcna.org](mailto:vspence@dcna.org).

**Labor Relations Training, DCNA, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, October 10<sup>th</sup> 10am to 2pm.** DCNA will be conducting training on investigating and processing grievances and other representational matters. Please contact Ms. Vickie Spence at [vspence@dcna.org](mailto:vspence@dcna.org) or Walakewon Blegay, Esq. at [wblegay@dcna.org](mailto:wblegay@dcna.org) to register.

**Executive Director Edward Smith hosts “Your Rights at Work,” Every Thursday from 2-3pm on WPFW, FM89.3 or [www.wpfwfm.org](http://www.wpfwfm.org).** If you miss the live show – or want to hear a past show – Your Rights At Work is now available as a podcast! Just search for Your Rights At Work on iTunes or wherever you get your podcasts; subscribe and you’ll get our shows right on your phone.

*Please visit DCNA on our website at [www.dcna.org](http://www.dcna.org)  
or on Facebook at  
[www.facebook.com/DCNursesAssociation](http://www.facebook.com/DCNursesAssociation).*

*For Assignment Despite Objection and Grievance  
forms, visit [www.dcna.org](http://www.dcna.org).*

*DCNA is located at 5100 Wisconsin Avenue, NW,  
Suite 306, Washington, DC 20016. Telephone –  
(202) 244-2705*