

# DCNA Together – Making a Difference in DC

January 2020



## DCNA Welcomes Incoming Leaders

On January 21<sup>st</sup>, at our Board of Directors meeting, DCNA welcomed the following new officers: Ms. Robin Burns (CSS/RN), newly elected Vice President (formerly the Treasurer); Ms. Olubukunola Osinupebi-Alao, newly elected Treasurer; and three new At-Large Directors, Ms. Thedith Moore (CSS/LPN), Ms. Dawn Kelley (Children’s Hospital) and Ms. Garnett Freeman (retired). Congratulations.

## Negotiations Updates

### United Medical Center

DCNA and United Medical Center (UMC) commenced negotiations with exchange of proposals in April 2019 but due to the delay from UMC, have only met a few times. We have been able to negotiate almost all of the non-compensation issues and will begin compensation negotiations on January 30th. DCNA and UMC non-economic agreements include: (1) removal of make-up shift requirement for unscheduled leave; (2) implementation of nurse/patient ratios; and (3) nurses will not be routinely floated outside of their assigned unit. DCNA provided UMC with initial economic proposals which include: (1) 30% percent raises until 2023; (2) \$4 for Preceptor/\$4.75 Charge Nurse; (3) increase on-call pay for the second and third shifts; (4) implementation of specialty pay for emergency, PACU and ICU Units and float nurses; (5) 5 days for paid bereavement leave; (6) \$7000 annually for Tuition Reimbursement; (7) 3.5% bonus for Advance Degree; (8) \$500 for ANA Recognized Certification; and (9) up to 5 days of education leave.

### LPN CSS Negotiations

The CSS LPN bargaining team concluded 2020 wage increase negotiations on December 19, 2019. The final agreement was a 3% raise in 2020 and adjustments in hourly rates for several LPNs to ensure wage equality across the bargaining unit. The LPN CSS nurses will commence contract negotiations for their entire collective bargaining agreement in late 2020.

### Compensation 13 and DBH Negotiations

The DC Government and DCNA recently exchanged ground rules and will commence negotiations in February or March of 2020. Each unit has discussed possible proposals which will include the following issues: wages, sabbatical education leave, tuition assistance, increase in metro benefits and premium pay and more.



From left to right: Mark Pavlick, S. Nelson, CM Silverman, Perina Gaines, Wala Blegay

## DCNA/Department of Behavioral Health Leaders Meet with Councilmember Silverman

On January 31<sup>st</sup>, DCNA leaders met with Councilmember Elissa Silverman at the Committee on Labor and Workforce Development “open house,” prior to testifying before the Committee regarding oversight of the Department of Behavioral Health. Councilmember Silverman has been a strong supporter of DCNA and workers’ rights. Susan Pierre Nelson, President, DCNA/DBH (*in DCNA t-shirt in photo*), testified about the continuing need to address workplace violence, not only at St. Elizabeths Hospital, but also at the Comprehensive Psychiatric Emergency Program, located on the grounds of the former DC General Hospital. Ms. Nelson requested that the DC Council require DBH to create

“safeguards to deter work place violence. We need more safe staffing in the units, proper code responses and more trained [police officers] to ensure the safety of the nurses and the clients we serve. We provide quality care for the residents of the District of Columbia and we should have the right to work in a safe respectable and nurturing environment.”

## DCNA Stands with the Poor People's Campaign



DCNA/United Medical Center President, Roberta Lenoir (*photo above at left*), spoke on January 29<sup>th</sup> at a rally sponsored by the Poor People's Campaign, demanding health care justice for people East of the River. Ms. Lenoir described existing problems at United Medical Center, including the lack of a trauma center, OB-Gyn services, cancer care and several other deficiencies in services needed by the residents of Wards 7 and 8 in the District of Columbia. The Poor People's Campaign is a revival of Dr. Martin Luther King's vision of a campaign over 50 years ago. "Today, the Poor People's Campaign: A National Call for Moral Revival has picked up this unfinished work. From Alaska to Arkansas, the Bronx to the border, people are coming together to confront the interlocking evils of systemic racism, poverty, ecological devastation, militarism and the war economy, and the distorted moral narrative of religious nationalism. We understand that as a nation we are at a critical juncture — that we need a movement that will shift the moral narrative, impact policies and elections at every level of government, and build lasting power for poor and impacted people."

[www.poorpeoplescampaign.org/about](http://www.poorpeoplescampaign.org/about).

Reverend Dr. Liz Theoharis (*photo above at right*), Co-Chair of the Poor People's Campaign, discussed the need to rally and march to seek justice in housing, health care, immigration rights and other areas. Subsequent to the rally, hundreds of people marched several blocks on Pennsylvania Avenue to the Church of the Epiphany on 13<sup>th</sup> and G Street, NW, where they held a mass meeting. (*Photo above, center.*) DCNA is proud to walk with the Poor People's Campaign and we plan on participating in a mass march on Washington, DC on June 20, 2020.

## Upcoming Events

**DC Council Oversight Hearing – Dept. of Behavioral Health, 1350 Pennsylvania Ave., NW, Room 500, Tuesday February 12<sup>th</sup>, commencing at 10:00 am.** See article, page 1. If you want to join the effort to combat workplace violence in health care institutions, please join us at this hearing. You may contact Walakewon Blegay at [wblegay@dcna.org](mailto:wblegay@dcna.org), for further details.

**Your Rights at Work, WPFW, 89.3FM or [wfwfm.org](http://wfwfm.org), every Thursday in 2020, 1-2pm.** Listen to Edward J. Smith, DCNA Executive Director (*photo, far right*), as he hosts the weekly radio program on workers' rights. You can call the show at (202) 588-0893 with comments or questions.



**Labor Relations Training, DCNA, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, March 20th, 5pm to 8pm.** 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 for the training.

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