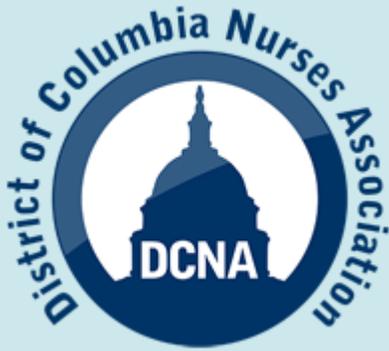


DCNA Together – Making a Difference in DC

October 2020



Negotiations Updates

Children's National Hospital

DCNA and Children's National Hospital reached agreement on a new contract that will run through June 30, 2023. Highlights of the agreement are as follows:

Wages – 3% wage increase for each year of the contract. Bonuses of up to 12% for RNs who are currently paid above the maximum wage scale rate; increase of the minimum and maximum rates on the

wage scale by 4% in July 2021. Crisis, NICU Transport and Transport Team RNs will receive critical care pay (\$3.00 per hour for night shift; \$2.00 per hour for day shift). The contract also increases the amount of Education Leave days for full-time RNs to 4 and for part-time RNs to 2 days per year. Further, if a RN is exposed to an infectious disease at work during a public health emergency, the RN will be entitled to paid quarantine leave for up to two weeks. The contract also maintains current health insurance and retirement plans and current Employer contributions. The new contract will go into effect on November 3, 2020.



United Medical Center

On October 21, 2020, DCNA filed a Notice of Impasse for UMC's failure to negotiate in good faith. UMC has not provided DCNA with proposals since February 2020. From April 2019 until March 2020, the parties bargained and exchanged proposals. Due to the COVID-19 pandemic, in March 2020, we agreed to temporarily suspend negotiations. Despite an agreement in August to resume negotiations, UMC has failed to provide any proposals, with the exception of reiterating an agreement to maintain contract language covering several articles from the prior 2013- 2018 contract. On October 28th, DCNA spoke at the UMC Board meeting regarding UMC's bad faith bargaining and the Notice of Impasse and following the Board meeting, UMC promised to provide counter proposals on October 30th 2020.

DCNA Annual Meeting & Elections

In the year of the Nurse, 2020, DCNA unfortunately decided to hold our Annual Meeting by virtual means, through Zoom. Obviously, we could not hold the event in the same manner as we have done in the past. All members were mailed information on the meeting, which will include a 1 hour CE program, entitled "Managing Ethical Issues in a Pandemic." Registration for the program is due on **November 10**, 2020. Registration forms must be sent to Ms. Vickie Spence via email (vspence@dcna.org) or via facsimile at (202) 362-8285.

DCNA is conducting our annual elections via mail this year. DCNA sent all members a nomination form for candidates for office. Nominations are due by **November 3d**, via facsimile (202) 362-8285 or by regular mail (postmarked by November 3d). DCNA mail address: DCNA, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016. The following offices are up for election this year: DCNA Board of Directors: President, Secretary, At-Large Board of Directors (4 positions); DCNA Economic & General Welfare Cabinet (the collective bargaining arm of DCNA): At-Large member (3 positions); Metropolitan Washington Council Delegates: 3 positions for a two year term and 1 position for a 1 year term; Nominations Committee: 3 positions.

DCNA is also seeking donations in the form of a gift card or a check to the DCNA Needy Nurses Fund for DCNA members (or their families) adversely affected by the COVID-19 pandemic. The DCNA Needy Nurses Committee will be selecting one or two DCNA members to receive our support. Please send a gift card or a check to DCNA, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016 and identify that the gift/donation is for a member who was adversely affected by the COVID-19 pandemic. Thank you for your support.

DC Public Schools Reopening

On October 5th, Mayor Muriel Bowser announced that on November 9th, elementary schools will be reopening for virtual learning in the schools. School nurses are assigned to return to schools on November 2nd. Nurses have expressed that most of them have not received full PPE, proper cleaning of schools, health suites without ventilation, identified isolation rooms and more. On October 5th, DCNA along with representatives of the Washington Teachers Union and Council of School Officers, attempted to tour some schools to observe the safety implementations of the school facilities and health suites. DCNA staff attempted to observe the health suites and school facilities at the Cardozo Education Campus but was prevented from visiting the health suites of Noyes Elementary School and Phelps High School.

On August 21st, DCNA sent a letter to Dr. LaQuandra Nesbitt, Director of DC Health, recommending measures that must be implemented to ensure the schools are safe before students return to the school. The recommendations included adequate protective gear, implementing proper ventilation of the health suites, streamline the process for caring for students, identifying isolation rooms, proper staffing, cleaning of the health suite, quarantine protocols and more. On August 22nd, Dr. Nesbitt responded dismissively and did not engage with DCNA in any way. To date, many of the recommendations of DCNA have not been implemented.

On October 23rd, Chancellor Lewis D. Ferebee testified at a roundtable before the DC Council on the reopening of schools on November 9th and bringing 21,000 students back to school. Several Councilmembers questioned Chancellor Ferebee on the lack of transparency for the school reopening and the risks presented to the community. Chancellor Ferebee revealed that there will be rapid COVID-19 testing in the school, which was not revealed to the nurses until the public roundtable.



Message from the Executive Director



I have sent you many emails over the past 7 months, but I want to thank you once again for all of your hard work in caring for all of us and keeping patients safe during this pandemic. All of our nurses and health care professionals have placed their lives in jeopardy, despite not always receiving proper personal protective equipment from your employers or receiving governmental support based on scientific data. Unfortunately, we lost the life of one of our own during this pandemic, Noel Sinkiat, who was a mentor and fantastic nurse at Howard University Hospital.

Your hard work and bravery keeps me positive and proud as I continue to lead our strong union through this pandemic and in the future. We know that DCNA will always advocate for your rights and for patient care for all DC residents. We will always fight for health care equity, especially for the poor and for those who have no one else to support them.

Upcoming Events

DCNA Board and Economic & General Welfare Cabinet meetings, DCNA, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, November 17th, 6:30pm. Board and Cabinet meetings are open to all members. Please advise Ms. Vickie Spence at vspence@dcna.org if you wish to attend via a Zoom call.
DCNA Annual Meeting, via Zoom, December 3, 2020, CE class 6-7pm, Meeting 7:30-9:00pm.



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 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016. Telephone – (202) 244-2705