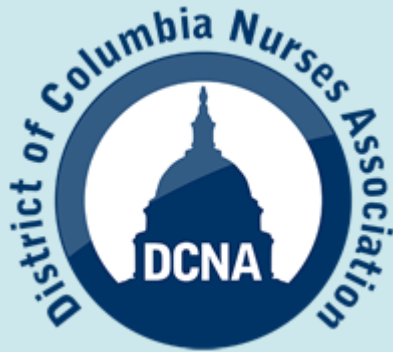


DCNA Together – Making a Difference in DC

April 2015



Negotiation Updates

Compensation Unit 13/Dept. of Behavioral Health

DCNA has reached agreement on the negotiations over compensation issues on behalf of all DCNA RNs in the Government of the District of Columbia. DCNA RNs in Compensation Unit 13 ratified the agreement. DCNA RNs at the Department of Behavioral Health are scheduled to vote on the ratification of the agreement during the week of May 11th. The agreements maintain all benefits enjoyed under the past agreement and provide for the following wage increases: 3%, retroactive to October 1, 2014; 3% effective October 1, 2015; and 3% effective October 1, 2016.

United Medical Center (Not for Profit Hosp. Corp.)

DCNA and management met on March 4, March 16, April 7 and April 21. Management continues to propose cuts in differential and on-call pay, the elimination of retention pay bonuses and meager pay raises linked to the hospital's performance goals. The hospital continues to refuse to meet with DCNA representatives in a committee designed to ensure safe and proper RN staffing. Moreover, the hospital maintains its proposal eliminating RN self-scheduling. The parties have not set dates for the resumption of bargaining.

Children's School Services

DCNA and CSS last met on May 4th and discussed numerous working conditions issues. Although the parties started bargaining in November 2014, CSS has still not seen fit to provide DCNA with a wage proposal and continues to refuse to allow grievances over violations of the contract involving safety and health, scheduling and performance appraisals. The parties are scheduled to return to the parties bargaining table on May 26 and May 29, 2015.

DCNA/UMC Membership Union Meeting

The UMC negotiating team presented management's proposals to the membership (*see* Negotiation Updates – UMC above). Approximately forty DCNA members attended the meeting. UMC nurses expressed frustration with management's proposals and discussed possible demonstrations to the public and the DC Council. Some of the other issues discussed were unsafe staffing and floating nurses to other units without proper training.

DCNA Local Leaders Discuss Nursing Issues with Congresswoman Norton



Nurses from the Department of Health, Children School Services, St. Elizabeths Hospital and United Medical Center met with Congresswoman Eleanor Norton (D-DC) to discuss issues impacting nurses in the DC area. Nurses discussed various topics, including saving the DC Healthy Start Program, unsafe staffing, providing more resources for school nurses and supporting legislation that will protect nurses in a psychiatric environment from aggressive patients. The Congresswoman expressed her interest in assisting nurses and requested that DCNA work with her staff to address each of these issues.

DCNA Testifies before the DC Council on Inadequate Staffing at UMC



DC Councilmember Yvette Alexander shares a laugh with DCNA member and union official, Bridgett Cameron (UMC)

UMC RNs in attendance at the Public Hearing on May 1, 2015

Ms. Betty Holman, Vice Chair, DCNA/UMC and Wala Blegay, Esq., Staff Attorney/Labor Specialist, DCNA, testified on May 1st before the DC Council in support of hiring an additional 70 RNs to perform direct patient care duties.

Here is an excerpt from DCNA's written testimony:

When RN staffing levels are decreased, sickness and mortality rates rise. This is a simple fact. Attracting and retaining registered nurses to health care settings that serve the poor and uninsured is an absolute necessity. A review of data received from United Medical Center last year reveals the following:

1. Less than 1/3 of RNs have remained with the hospital for over fifteen years;
2. Nearly 50% of RNs have been employed at the hospital for ten years or less;
3. 30% of RNs have been employed at the hospital for less than three years.

This data shows that, even if there were no shortage of registered nurses, United Medical Center is simply not retaining them. The data also shows that the hospital has an over-reliance on new and often inexperienced nurses.

For the full text of the testimony from Ms. Holman and Attorney Blegay, go the www.dcn.org.

Upcoming Events:

Labor Relations Seminar, DCNA, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, May 19th, 10:00 am – 2:30 pm. If you are interested in becoming a representative for your local unit or desire additional training as an existing representative or official, please contact Walakewon Blegay, Esq. at wblegay@dcna.org to register.

NNU Training, Time to Care: RN Patient Advocacy in the Age of Technological Healthcare

Restructuring, May 28, 2015. The course provides 6 contact hours and is located at the Double Tree, Hilton Hotel, 8727 Colesville Road, Silver Spring, MD. Contact Ms. Vickie Spence, vspence@dcna.org, for registration details.

AFL-CIO Labor Night at the Nationals, Friday, July 17th, 7:05 pm. Tickets are still just \$10 with proceeds going to the Community Services Agency. The **deadline** to place an order for tickets is close of business on **Wednesday, May 13, 2015**. Contact Ms. Vickie Spence, vspence@dcna.org, for registration details.

Please visit DCNA on our website at www.dcn.org or on Facebook at www.facebook.com/DCNursesAssociation.

For Assignment Despite Objection and Grievance forms, visit www.dcn.org.

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