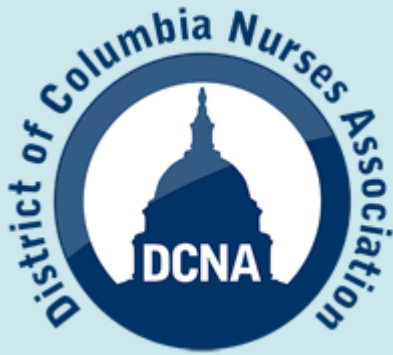


DCNA Together – Making a Difference in DC

April 2016



DCNA/Children's Hospital Continues to Fight in Night Shift Differential Pay Case

For several years, due to errors in the payroll system (Kronos), numerous RNs have not been paid appropriate night shift differential when staying over into the day shift. DCNA explained the issue to management and the Kronos pay system has been corrected to ensure that the proper shift differential is paid. All night shift differential payments are now purportedly accurate, beginning on the first pay period of January 2016. DCNA continues to push for back pay where errors in night shift differential payments were made.

DCNA leaders met with management on May 2d and were advised that it discovered approximately 500 instances in which payment was not made for RNs who stayed beyond their regularly scheduled night shifts. Management has agreed to provide DCNA with pertinent documents. DCNA remains hopeful this issue can be resolved amicably and without resort to litigation.

DCNA requests that if you work during night shift, please check your time records to see if you are being paid the proper differential rate for all hours worked, including any amount of time you worked past your normal shift end. If you discover that you are not being paid appropriately, please notify Ms. Sandra Falwell or Ms. Margaret Shanks.

DCNA Testifies before the DC Council on United Medical Center Budget

On April 28th, DCNA testified before the DC Council Committee on Health and Human Services on the United Medical Center (UMC) FY2017 budget. DCNA requested that the Committee prioritize nursing in determining the budget as nurses play an integral role in ensuring quality care. DCNA is aware of the financial troubles at the UMC since the recent reduction in force of approximately 100 employees. Nurses at UMC are already experiencing inadequate staffing, which is dangerous and only serves as a detriment to the residents of Wards 7 and 8. The census of the hospital has increased in the past months and the hospital has not had the adequate number of nurses to service the patients. DCNA requested funding for close to 300 nurses at UMC as this is an appropriate number of nurses to guarantee quality care at UMC.

Flooding of Basement at Howard University Hospital

From late March to mid-April, certain hospital services at Howard University Hospital were suspended and employees were sent home. For nearly three weeks, nurses and other health care professionals had to use their own leave or leave without pay because various units were closed due to flooding. Thus, due to no fault of their own, DCNA members lost a great deal of money or leave. DCNA is currently in discussions with management in an attempt to provide financial relief to the affected employees. DCNA hopes to reach a settlement, without resort to litigation, in the near future.

DCNA/CSS Member Rose Moore Receives CDC Immunization Award

Since coming to Children's National in July 2001 as a Community Health Nurse, Rose Moore, BSN, RN, has been in the education system as a School Nurse. Currently, Rose works in Drew Elementary School, and brings her flare for care to all of her students. From scheduling interactive Career Days, to glo-germ experiments, the children are learning about how to care for themselves. By working with providers and the Department of Health, Rose is able to access medical records and provide guidance to parents and families about which vaccines their children need to receive, while answering any questions, giving guidance, and sharing resources about specific communicable diseases and the ways that immunizations prevent illness and save lives. Rose has helped her school achieve and maintain 100% immunization coverage rates at all grade levels since 2006.

It is these efforts and excellent level of care, while going above and beyond the call of duty, which has earned Rose the CDC Childhood Immunization Champion Award, given by the CDC and CDC Foundation to honor individuals who are doing an exemplary job promoting childhood immunizations in their communities. Not only has Rose earned this CDC award, she also received the DAISY nursing award in 2013 and is a finalist for the 2016 Nurse.com GEM Awards.

(Photo – Magic GlamourPhotography, Hyattsville, MD; article reprinted with permission from Children's National Health System.)



Labor Law Corner: Employer Investigation

An employer has the right to investigate any incident involving its employees at the workplace. An employer is also allowed to investigate any criminal activity outside of work that will impact patient care such as drug use, theft of hospital equipment/medication and etc. Therefore, if your employer requests that you provide a written statement or to meet for questioning regarding an incident you must comply. You have a right to have a union representative review and assist with any written statement before submitting the statement to management. You have a right to have a union representative accompany you during the investigation only if there is a possibility that you might be disciplined. If you are questioned on the wrongdoings of another employee during an investigatory meeting, you do not have the right to have a union representative accompany you. You MUST inform the management representative that you need a union representative to represent you during the meeting. If management refuses to allow you to have a union representative accompany you, please contact Staff Attorney Walakewon Blegay immediately at wblegay@dcna.org or call her at 202-244-2705.

Upcoming Events:

Labor Relations Training, DCNA, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, Tuesday, May 10th, 10:00 am – 2:30 pm. DCNA will be conducting training on investigating and processing grievances and other representational matters. Please contact Ms. Vickie Spence at vspence@dcna.org or Walakewon Blegay, Esq. at wblegay@dcna.org to register.

DCNA Board of Directors and E&GW Cabinet Meeting, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, Tuesday, May 10th, commencing at 5:30 pm. Board and Cabinet meetings are open to all DCNA members. This is the last scheduled Board and Cabinet meeting until September. If you wish to attend, please contact Ms. Vickie Spence at vspence@dcna.org.

DC LaborFest, May 2016, various locations. The Washington Metropolitan Labor Council, AFL-CIO is sponsoring the annual Labor Fest throughout the month of May. The festival includes numerous films, theater, music, poetry and other events throughout the DC area. If you are interested in attending an event or would like to receive a calendar of events, please contact Ms. Vickie Spence at vspence@dcna.org.

Labor Night at the Nationals, July 22d, Nationals Park. Enjoy a night of baseball as the Nationals take on the San Diego Padres. Tickets are available for only \$ 10. A portion of the proceeds benefits the Community Services Agency, Metropolitan Labor Council, AFL-CIO. Please contact Ms. Vickie Spence at vspence@dcna.org to order tickets.



Happy Mother's Day !

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

Remember to visit DCNA on facebook at Nurse Lives Matter.

Sign the petition to fight for an end to workplace violence at health care institutions.