

DCNA Together – Making a Difference in DC

April 2017



Negotiations Updates

Children's National Health System

DCNA and Children's Hospital are in the midst of bargaining over a successor

collective bargaining agreement. The most recent session occurred on May 2nd. DCNA proposed across the board wage increases for each RN for 2017, 2018 and 2019, to increase the annual minimum base salary of new graduate hires to bring CNHS in conformance with other hospital rates and to require the Hospital to increase its contribution of the cost of health insurance premiums to all plans currently in place. The Hospital has not responded to these proposals. DCNA also proposed to establish a committee specifically designed to address safe staffing issues and set RN/patient ratios and proposed certain limitations in management's right to float nurses, including training requirements and a delay in floating recently hired nurses. The Hospital simply rejected these proposals.

Children's School Services – LPNs

CSS and DCNA are in the midst of negotiations for the first contract for the LPNs. The parties have agreed on many non-compensatory working conditions issues such as LPN duties, evaluation, position vacancies, scheduling and staffing, health safety, grievance and arbitration and more. **However, CSS has refused to bring compensation proposals to the table.** DCNA has proposed the implementation of a wage scale, 5%



Join DCNA's Executive Director, Edward Smith, on his radio show, *Your Rights at Work*, every Thursday, from 1-2p, on WPFW, FM89.3 or on wpfwfm.org. He co-hosts the show with Chris

Garlock of the Metropolitan Labor Council, AFL-CIO.

annual raise, tuition reimbursement, automatic transition from LPN to RN and orientation pay. The parties will resume bargaining on June 5th.

Department of Behavioral Health

DCNA and DBH have exchanged proposals. DCNA proposed 4.5% annual wage increases, Preceptor/Charge Nurse premium pay, Retention Bonuses, \$5000 tuition reimbursement, \$1500 for annual training and educational opportunities, 6 paid mental health days, increase to Step 15, \$255 for Metro transportation and bonuses for highly rated performance evaluations. DBH proposed 1% annual wage raises. DBH suggested that DCNA enroll the nurses in the District of Columbia Loan Repayment Program. DCNA indicated that the current loan repayment program only applies to less than 15% of the unit since it only applies to those who live in the District of Columbia. Parties will meet to continue bargaining on May 23rd.

Compensation Unit 13

On April 27th, DCNA and District met to exchange proposals for the Compensation 13 Unit. DCNA proposed 6% annual wage increases, Preceptor/Training and Float premium pay, \$7000 tuition reimbursement, \$3000 for annual training and educational opportunities, increase to Step 15, \$255 for Metro transportation or parking and bonuses for highly rated performance evaluations. The District proposed 1% annual wage raises. Parties will meet to continue bargaining on June 8th.



DCNA celebrated the retirement from Children's Schools Services of Garnett Freeman. Ms. Freeman served as Vice Chairperson and as Chief Shop Steward for DCNA/CSS in her tenure

at CSS. Ms. Freeman will continue to serve on DCNA Board of Directors, as an At-Large Director.

DCNA Continues to Fight for a School Nurse in Every School for 40 Hours a Week

The hearing for the Public School Health Services Amendment Act of 2017 before the Education Committee was on March 23rd. The Act will provide a safeguard to avoid any future administration attempts to reduce the coverage of nursing in schools. It requires nursing coverage in every school for 40 hours a week. This bill will increase the number of Registered Nurses and Licensed Practical Nurses in the school system. During the hearing, DCNA/CSS President/Treasurer Robin Burns, School Myra Hines and DCNA Staff Attorney Wala Blegay spoke on the importance of the role of a school nurse and why their service is invaluable. They reminded the Council that 40 hour nursing coverage is essential to ensuring the safety of the children in the District of Columbia School System. **Unfortunately, the Mayor once again turned her attention on attacking the role of nurses in the school system.** During the March 23rd hearing, the Deputy Mayor for Education, Ms. Jennie Niles, testified that the bill should be amended to allow unlicensed health workers to count toward the 40-hour weekly nursing coverage. The Mayor's recommendation undermines the placement of nurses by providing a cheaper alternative, a health tech or nursing assistant. This option will only serve as a detriment to the children.

In response to the Mayor's recommendation, the Committee on Education gave an opening for the Department of Health to replace nurses with unlicensed professionals. The Committee added the following language to cater to the Mayor who has continuously undermined DCNA in this process.

"If the Department of Health determines that a public school or public charter school does not require the services of a registered nurse for 40 hours each week, then a ...health professionalmay be used to supplement the work of a registered nurse to meet the 40-hour-per-week minimum, provided that a registered nurses shall provide services for no less than 20 hours per week at a school."

In the bill, a "health professional" includes unlicensed professionals who do not have the knowledge base or professional training to handle the chronic conditions of the children in the District school system. The bill has been referred to the Committee of Health. Please contact the members of the Committee of Health and ask them to pass a bill out of the committee that would require 40-hour nursing coverage: [Councilmember Vincent C. Gray – vgray@dccouncil.us](mailto:vgray@dccouncil.us), [Councilmember Brianne K. Nadeau – bnadeau@dccouncil.us](mailto:bnadeau@dccouncil.us), [Councilmember Mary M. Cheh –mcheh@dccouncil.us](mailto:mcheh@dccouncil.us), [Councilmember Brandon T. Todd – btodd@dccouncil.us](mailto:btodd@dccouncil.us), [Councilmember David Grosso –dgross@dccouncil.us](mailto:dgross@dccouncil.us).

On Friday, May 5th, DCNA testified before the Department of Health budget hearing in support of adequate funding for the 40-hour weekly nursing coverage in every school. DCNA witnesses included DCNA CSS President Robin Burns, DCNA Staff Attorney Wala Blegay, School Nurses Garnett Freeman, Myra Hines and Karen Richardson.

DCNA Members Inducted into Alpha Theta Tao



On April 2nd, DCNA members Agnes Addington, Alfiya Hasu, LaKisha Little-Small, Linda Pope-Marshall and Aimee Punsalang were inducted into the Gamma Beta Chapter, Honor Society of Nursing, Sigma Theta Tau International. Ms. Mary Jones Bryant, an officer in the Gamma Beta Chapter, was the M.C. for ceremony.

Upcoming Events:

DCNA Board of Directors & E&GW Cabinet Meeting, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, Tuesday, May 16th, 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. DCNA offices will also be open for voting on proposed changes to the DCNA By-Laws, from 4:00-8:00 pm.

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