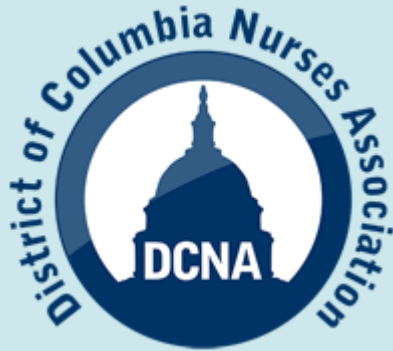


DCNA Together – Making a Difference in DC

August 2014

“All labor that uplifts humanity has dignity and importance and should be undertaken with painstaking excellence.”

Martin Luther King, Jr.



Negotiations Update

District Agencies/Department of Behavioral Health

The District Government has finally agreed to meet with DCNA to negotiate our successor compensation agreement covering FY2015 and beyond. DCNA leaders from our bargaining units met this week and prepared proposals in a variety of compensation issues. We expect to commence negotiations in September.

Children's School Services

DCNA and CSS have extended the bargaining Agreement through September 30th. DCNA is completing its proposals and expects to commence negotiations in September.

United Medical Center

DCNA is completing its proposals and expects to commence negotiations in September.

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

This newsletter is also on-line at www.dcna.org.

News from the DC Department of Behavioral Health

DCNA's class grievance on behalf of DBH registered nurses who did not receive automatic grade and step increases is advancing to arbitration. The hearing is currently scheduled for November 6-7, 2014 and is before Suzanne Butler, an attorney with over thirty years of arbitration experience.

DCNA and St. Elizabeths Hospital have finally reached agreement on a pilot 12 hour shift option for registered nurses. The pilot will commence in November. For details, please contact Mr. Raymond Akinlosotu (Raymond.akinlosotu@dc.gov) or Ms. Laverne Plater (Laverne.plater@dc.gov).

DC Board of Nursing

The Board of Nursing publication "DC Nurse" will no longer be mailed to individual nurses due to the costs. Beginning with the next issue the BON will initiate epublications and mailing batches to facilities. The epublications will be sent to all RN's that they have emails for. The next open session of the BON will be September 3 @9:30 at 899 North Capital Street, NE; 2nd Floor Board Room, Washington, DC.

Children's Hospital – Sandra Falwell, BA, RN, NIC, Chairperson, DCNA/CNMC

Greetings to all our bargaining unit members, I would like to introduce myself. My name is Sandra Falwell and I am the President of the bargaining unit here at Children's. I have been an employee here for over 38 years. I have seen massive changes in our hospital and I would like to give you a brief history of why it became evident that we had to do something to protect our patients and our licenses. Initially CNMC was not a unionized hospital but it was also a time when Management worked to make the staff feel special. We then had a big management change and eventually the nursing staff began to realize we were no longer considered valued employees but simply a group of bodies to be used as needed. We had no say in anything. We were forced to work long shifts; mandatory overtime was used for staffing and no effort was made to secure more staff. We often worked days, evening and nights all in the same week. We were the lowest paid nurses in the city and were often told if we didn't like the way things were here at Children's we could leave. Management's mantra was that there were plenty of Nurses who would love to work at CNMC and would be happy to replace any one of us. If we tried to intervene in any way to advocate for our peers or our patients we were fired without cause or recourse.

Finally we said enough is enough, we loved what we did and decided this was our hospital and we weren't going to be run off nor were we going to continue to be abused. Some of the nurses contacted DCNA and the process of getting the union in was hard but in the end we prevailed. We went from the lowest paid nurses in the city to the highest. A lot of what many of the nurses attribute to Magnet are the things the union had fought for and had already put in place but just had different committee names. Magnet values were union values which is why we are able to co-exist so well.

The Executive Committee of CNMC is elected by the bargaining unit members. We also have shop stewards who are nurses. Many more shop stewards are needed and if anyone is interested please contact any member of the Executive Committee. Training will be provided. The members of the Executive Committee are Sandra Falwell, Margaret Shanks, Arrie Striggles, Sue Schultz, Renee Ross, LaKisha Little, Peggy Wieroniey and Ignacia Joyner. These members also serve as shop stewards. All of these members are unpaid volunteers and working nurses here at CNMC.

Events

DCNA Joint Board and Cabinet meeting – September 9th – Our monthly Board and Cabinet meetings are all open to our membership and are located at DCNA, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016. The meeting on September 9th starts at 5:30 p.m.

AFL-CIO Community Services Agency Golf Tournament - September 22^d – The proceeds from the annual golf tournament go towards the AFL-CIO CSA Emergency Assistance fund, which benefits union members in need. If you are interested in playing in the event, please contact Ms. Vickie Spence no later than September 9th (vspence@dcna.org).

Tour de Cure – September 26th – So far, 6 DCNA members have volunteered to provide care in case of any medical emergencies. Please contact Ms. Vickie Spence (vspence@dcna.org) if you also wish to volunteer.

*“Labor wants also pride and joy in doing good work,
a sense of making or doing something beautiful or
useful - to be treated with dignity and respect as
brother and sister.”*

Thorstein Veblen

“Without labor nothing prospers.”
Sophocles

DCNA meets with Ms. Carol Schwartz

On August 20th, DCNA’s committee on Mayoral Election met with Ms. Carol Schwartz to discuss her campaign and issues important to our membership. Our committee members addressed a variety of issues, including staffing and building conditions at Children’s School Services and the need to partner with Nursing schools to provide a path to working at CSS and other DC nursing institutions. Ms. Schwartz agreed to review ideas for partnering and advised that she supports “wrap around” services in DC Schools. DCNA President Margaret Shanks advocated on behalf of the Patient Protection Act (DC Council Bill B20-0101) and discussed in clear and precise terms why it is necessary to regulate hospitals in their decisions on staffing. She did explained that hospitals will not, on their own, make staffing decisions that will result in better patient care and that the California staffing ratio legislation has not added to the hospitals’ costs. Ms. Schwartz agreed to review the California model and advised that she remained open on the issue. DCNA is awaiting responses from the campaigns of Mr. David Catania and Ms. Muriel Bowser to invitations to meet with us. DCNA has not made an endorsement in the election.



DCNA wishes all our members a happy and safe Labor Day. We do not take for granted the value and meaning each of you provide to our community. It is our goal to continue to advocate for a work environment that directly advances the delivery of quality patient care. We know that when health care professionals are treated with dignity and respect, excellent patient outcomes follow. Workers, children and families deserve no less.

Please visit DCNA on our website at www.dcna.org or on Facebook at www.facebook.com/DCNursesAssociation. DCNA is located at 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016. Telephone – (202) 244-2705.

