

DCNA Together – Making a Difference in DC

August 2015



Negotiation Updates

Howard University/Howard University Hospital

On August 31, 2105, just hours before the expiration of the collective bargaining agreement, DCNA and Howard University/Howard University Hospital reached agreement on a successor agreement through June 30, 2018. Despite Hospital deficits of nearly \$ 60 million in 2014 and \$ 30 million in 2015 and the drop in the bond rating for the University, DCNA was able to maintain competitive salaries for all bargaining unit employees through the duration of the agreement. Salary ranges for RNs will be \$ 62620 (for new graduates) to \$ 117140 for Nurse Educators. In addition, employee benefit rates for health and vision insurance will be maintained for the first two years of the contract and then will be set at 30% for the last year. Management had proposed to no longer recognize QA/UR nurses, Social Workers or Nurse Practitioners as part of the union. Such efforts were unsuccessful and employees in those professions continue to be represented by DCNA.

Department of Behavioral Health & Compensation Unit 13

Both contracts were submitted to the Mayor for legal and fiscal impact review. A high ranking District official informed DCNA that the fiscal impact statement and legal sufficiency review for the Compensation Unit 13 agreement is complete and that the fiscal impact statement for DBH is still pending. The Mayor is required to submit the contracts to the DC Council for its approval. For details of the Agreement, *see* DCNA Newsletter, April 2015, Negotiation Updates. DCNA has contacted the Metropolitan Labor Council, AFL-CIO for assistance in getting Mayor Bowser to submit the agreements to the DC Council. We have been informed by a representative of the DC Council that the Council will be seeking the legislation from the Mayor. The DC Council is set to return from its recess next week.

Labor Law Corner:

What is an Unfair Labor Practice (ULP)?

An Unfair Labor Practice (ULP) occurs when management discriminates against you because of your union activity. Management is prohibited by local and federal laws from disciplining an employee for union activity or addressing working conditions. For example, employee A complains about the discontinuance of self scheduling for everyone in the unit to the unit supervisor, and suddenly employee A receives a disciplinary action for a common practice throughout the facility. We can make an inference that employee A was disciplined because employee A approached the unit supervisor regarding the self scheduling. In this case, DCNA would file a complaint with the DC Public Employee Relations Board if employee A was a DC government employee or with the National Labor Relations Board if employee A worked at a privately owned facility. However, the deadline for filing this complaint with either agency is 4 to 6 months after the disciplinary action; the complaint will be dismissed if DCNA files the complaint after this deadline. If you suspect that management disciplined you or took any actions against you because of your union activity or addressing working condition issues, please contact Staff Attorney Walakewon Blegay immediately at wblegay@dcna.org.



DCNA's Ed Smith on the Radio

On September 3d, DCNA Executive Director, Edward J. Smith, Esq., co-hosted with the Metropolitan Washington Council's Chris Garlock, "Your Rights at Work," a call in radio show airing on WPFW. Mr. Smith will co-host the show every other week beginning in October. WPFW is on FM 89.3 and also on the internet at wpfw.fm.org. The show features discussions on current workplace issues and invites people to call in to discuss their problems at work. Other regular co-hosts will be the Employment Justice Center's Hannah Kane and Amy Gellatly.

Upcoming Events:

DCNA Annual Conference – Date to be determined. DCNA will hold its Annual Conference in December and we hope to double our turnout from last year. Last year's event was held at Martin's Crosswind's. Over 100 DCNA members enjoyed dinner and great music. Keep your eyes open for more updates on this fun event.

Labor Relations Seminar, DCNA, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, October 14th, 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.

Message from the Executive Director

It was appropriate that Labor Day this year fell on my parent's 63d wedding anniversary. Dad was a shop steward when he worked as a diesel mechanic in upstate NY. I remember painting houses with him while his union was on strike on two occasions. My mom was a confidential secretary for the State of New York and could not be in the union. But that did not stop her from telling the union one year that management was planning layoffs and that it was not following the contract. These two wonderful people showed the way without bragging on how great they were or how great the union could be. I am proud to be their son and proud to be involved in the labor movement.

DCNA has worked hard this year to engage our membership in meaningful way, from gaining alternative work schedules, increasing our shop steward training educational opportunities, conducting unit elections and having more frequent union meetings at the local levels. We plan on continuing these efforts for the remainder of this year and in 2016. DCNA also wants to organize new members in non-unionized hospitals and health care facilities. To that end, if you know any RNs who would like to be represented by DCNA, contact us. DCNA also seeks to become more involved in the DC community by volunteering at events that need nurses. If you have an event or know an organization that needs our help, please feel free to contact us. I am hopeful that DCNA can continue to make a difference not just in the lives of the workers who we represent, but also, to all in the community.

This Labor Day allows us to reflect on the past gains of incredibly strong union leaders, from Mother Jones to A. Phillip Randolph to Richard Trumka, and to thank great people like my parents, Gordon and Virginia Smith. It also makes me very aware of the vast responsibilities of the current crop of labor leaders. My responsibility is to protect your rights on the job, educate the public about nursing and other health care issues and remind employers that it is the work of the union members that creates a great hospital. Thank you for the opportunity to serve you and the DC community.

Sincerely,
Edward J. Smith



A. Philip Randolph



Mother Jones



Richard Trumka, AFL-CIO President

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.