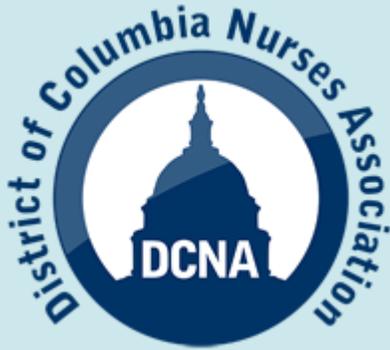


# DCNA Together – Making a Difference in DC

August 2016



## Negotiation Update

### United Medical Center

DCNA and UMC attended mediation sessions on August 24 and 26. Once again, management made clear its total disregard for the work performed by nurses at UMC by refusing to engage in bargaining over wages. DCNA did, however, produce some results in bargaining. Currently, management has the right to cut health care benefits of RNs during the life of the contract. DCNA and UMC executed an agreement to maintain the current benefits received by nurses for the duration of the new agreement. This will thus prohibit UMC from implementing future decreases in benefits for health, dental, vision, life and accidental death, long term or short term disability insurance. In addition, management sought in contract negotiations to eliminate an employee's right to grieve or arbitrate verbal or written warnings. Losing this right would severely hamper the employee and DCNA's bargaining leverage with management. UMC withdrew this proposal at mediation. In addition, DCNA was able to secure an agreement to purge discipline from the official personnel files (verbal and written warnings remain for 1 year; suspension for 2 years). Finally, except in cases involving serious or gross misconduct, UMC must now provide the employee with a meeting in advance of the issuance of discipline. Despite these agreements, there exist major obstacles on the road to completing a collective bargaining agreement. We must find ways to pressure UMC and the District into negotiating over wages and other compensation issues. One way is for nurses to sign a Petition to be presented to the Office of the Mayor and the new CEO at UMC. If you have yet to sign the petition, please contact Edward Smith ([esmith@dcna.org](mailto:esmith@dcna.org)) or Walakewon Blegay ([wblegay@dcna.org](mailto:wblegay@dcna.org)) to do so.

## DCNA Donates to Ellicott City and Silver Spring Families Affected by Disaster



On August 17<sup>th</sup>, DCNA donated \$ 500.00 to the United Way of Central Maryland to assist families in the aftermath of the tragic flood in Ellicott City. Robin Burns, DCNA Treasurer, and Edward Smith, DCNA Executive Director, travelled to Ellicott City on August 17<sup>th</sup> to present the donation to the United Way's, Kari Staddon. (See photo at left).



On August 31<sup>st</sup>, DCNA leaders provided a donation of \$ 500.00 to the Montgomery Housing Project (MHP) to assist families affected by the gas explosion in the Flower Branch apartments. A portion of the funds are used to address some immediate needs of the residents for things like meals, document replacement and key replacement. Besides covering the cost of the immediate needs of the residents, MHP will be making cash distributions directly to the residents that will be combined with connections to financial literacy counseling and financial institutions to deposit the funds. (See photo on left/bottom – Sandra Falwell, Margaret Shanks, Robert Goldman, President, MHP, LaKisha Little, Ignacia Joyner, Edward Smith).

## Labor Law Corner: Labor- Management Meeting

A Labor-Management Meeting is when management and the union address issues relating to the terms and conditions of employment at the Hospital or Agency. During this meeting, parties can discuss anything relating to the working conditions of the bargaining unit employees including the complaints about specific managers, issues with systems used by the bargaining unit members, management policies, compensation and more. These meetings are useful for resolving contentious issues and avoiding an adversarial process. Each of our units has monthly or bi-monthly labor-management meetings. If you are interested in attending these meetings or have a concern that should be addressed during the meeting, please contact Staff Attorney Wala Blegay at [wblegay@dcna.org](mailto:wblegay@dcna.org).

## DCNA Holds Organizing Seminar



On August 25<sup>th</sup>, DCNA held an organizing training class for 15 of our leaders and staff. The Directors of Organizing from Massachusetts Nurses Association (Ms. Eileen Norton), Michigan Nurses Association (Mr. Mark Belkin), North East Nurses Association (Ms. Nela Hadzic) and the AFL-CIO Organizing Institute (Ms. Lynn Rodenhuis) provided lessons and plans for the development of a DCNA organizing plan. Of particular interest was the presentation from Ms. Hadzic. She described numerous organizing campaigns in Pennsylvania over the past one and one-half years which resulted in an increase in membership of the Pennsylvania Nurses Association from approximately 2000 to 8000. Attendees at the training committed to serve on an organizing committee with the goal to increase organizing at our own hospitals and institutions and to unionize nurses in the DC area.



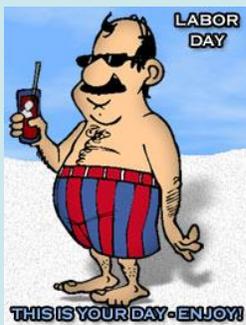
### Longstanding DCNA Leader Passes

On July 22, 2016, Gloria A. Watson, a DCNA member and leader, passed away. Gloria most recently worked as a Nurse Specialist for the Department of Health Care Finance, DC Government. She also worked at DC General Hospital for over twenty years, until its closure. Gloria was active within DCNA, serving as a shop steward, championed nursing issues within the DC Government and participated in numerous community outreach programs, including the DC 4 Your Health and Fitness and other health fairs. Services were held on August 1<sup>st</sup> at The Sanctuary at Kingdom Square and again on August 3d in North Carolina, where she grew up and attended college.

### Upcoming Events:

**DCNA Board of Directors and E&GW Cabinet Meeting, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, Tuesday, September 13th, commencing at 5:30 pm.** Board and Cabinet meetings are open to all DCNA members. If you wish to attend, please contact Ms. Vickie Spence at [vspence@dcna.org](mailto:vspence@dcna.org).

**21<sup>st</sup> Annual Community Services Agency, Metro Wash. Council, AFL-CIO Golf Tournament, Enterprise Golf Course, Monday, September 26<sup>th</sup>, 8:00 am.** The proceeds from this Golf Tournament go to the union members who need financial assistance. If you wish to play, please contact Ms. Vickie Spence at [vspence@dcna.org](mailto:vspence@dcna.org). Space is limited.



Please visit DCNA on our website at [www.dcna.org](http://www.dcna.org) or on Facebook at [www.facebook.com/DCNursesAssociation](https://www.facebook.com/DCNursesAssociation).

For Assignment Despite Objection and Grievance forms, visit [www.dcna.org](http://www.dcna.org).

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