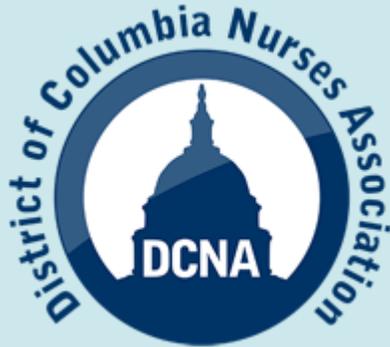


DCNA Together – Making a Difference in DC

February 2015



Negotiation Updates

Compensation Unit 13/Dept. of Behavioral Health

DCNA reported in November that DCNA and the District were close to reaching a tentative agreement on compensation issues for Fiscal Years 2015-2017. We reported that the agreement would maintain all benefits currently enjoyed and provided for wage increases of 3% for each year, beginning retroactive to October 1, 2014.

Unfortunately, the District has reneged on its promise to conclude negotiations and sign an agreement. As a result, DCNA declared impasse and is seeking assistance from a federal mediator in resolving issues at the bargaining table.

DCNA has proposed nothing more than what the District has negotiated with labor unions representing thousands of other unionized DC Government employees.

United Medical Center (Not for Profit Hosp. Corp.)

DCNA and UMC met on February 18th and bargained over non-compensation articles. Some of the issues negotiated included seniority, floating and creating a comprehensive process for disciplinary actions and discharges. Parties are scheduled to continue negotiations on March 4th.

Children's School Services

DCNA and CSS met on January 18th and February 6th and bargained over non-compensation articles. Some of the issues discussed during negotiations are the following: Seniority, Orientation, Education Benefits, and Staffing and Scheduling. CSS refused to provide wage proposals when requested. Parties are scheduled to continue negotiations on March 10th.

Labor Law Corner: Retaliation for Union Activity

Did you know that your ability to engage in Union Activity is protected under the National Labor Relations Act and the District of Columbia Comprehensive Merit Personnel Act? The law protects your ability be a shop steward, participate in organizing activities, Labor-Management meetings, Union Picketing and even challenging management's decisions as a group. If an employee is discharged or disciplined for union activity, the National Labor Relations Board and the DC Public Employee Relations Board will order reinstatement, backpay and removal of all references to the disciplinary action or discharge from the employee's personnel file. For more questions, contact Walakewon Blegay at wblegay@dcna.org.

DCNA Continues Fight to Save Healthy Start Program



On February 23, 2015, Walakewon Blegay, Esq. and Kim Greenwood, RN (pictured left) met with Osazee Imadojemu, Esq., Legislative Counsel for the Committee on Health, to advocate for continuing the Direct Service portion of the DC Healthy Start Program. As reported in the DCNA September 2014 Newsletter, the District Government announced closure of the Healthy Start Program for December. Because of our efforts, the Program received additional funding to keep it afloat; however the outreach/direct service portion of the Healthy Start program was discontinued on December 26. As a result, 5 of our members were separated from DC Government. DCNA continues to seek full funding; only about \$ 2 million more is needed to allow for RNs to continue providing direct care to high risk pregnant women, mothers and children. The Nurses increased home visits in Wards 7 and 8 from 4,392 in 2007, to 8,712 in 2010, achieving great success in lowering the mortality rate.

DCNA will provide testimony on Thursday, March 5th before the DC Council at the Committee on Health's Oversight Hearing of the Department of Health starting at 10am.

RNs who are interested in attending the hearing to show support for Healthy Start are encouraged to contact Attorney Blegay, at wblegay@dcna.org.

St. Elizabeths Hospital AWS Pilot Moving Forward

On March 11th, DCNA Acting Executive Director Edward Smith and St. Elizabeths Hospital Chief Nursing Officer, Dr. Clotilde Vidoni-Clark, will explain the alternative work schedule pilot program to nurses in the units in which it will be established. DCNA has advocated for expansion of shift options at St. Elizabeths Hospital for over a decade. In August 2014, DCNA and the Department of Behavioral Health finally reached an agreement on a six month pilot program for RNs in two units at the Hospital to choose between an eight or twelve hour shift. Additional shift options are important recruitment and retention tools. DCNA will monitor the success of this program, with the goal of introducing AWS throughout all areas of the Hospital and the Department of Behavioral Health.

Upcoming Events:

Black Nurses Association of Greater Washington, DC, Awards Luncheon, March 7, 2015. DCNA will be sending five officials to the Awards Luncheon.

Night with Labor, Metropolitan Labor Council, AFL-CIO Annual Awards Dinner, March 14, 2015. DCNA will be sending five officials to the Awards Dinner.

DCNA Labor Relations Training – March 17, 2015, DCNA, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, 10:00 am – 2:00 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.

NNU Training, Time to Care: RN Patient Advocacy in the Age of Technological Healthcare Restructuring, May 28, 2015, Washington, DC. The course provides 6 contact hours and is located at the Double Tree, Hilton Hotel, 8727 Colesville Road, Silver Spring, MD. Contact Ms. Vickie Spence, vspence@dcna.org, for registration details.

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

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by Carl Elbing

