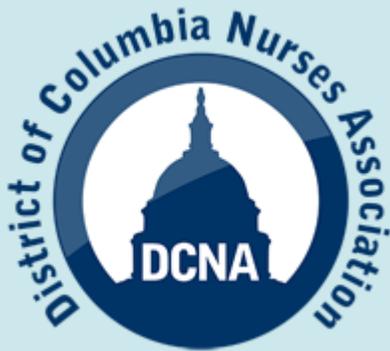


DCNA Together – Making a Difference in DC

February 2017



Negotiations Updates

Children's National Health System

DCNA and Children's Hospital are currently discussing

CSS RNs and DCNA concluded negotiations over wages for 2017. RNs will receive a 3% increase to their base salary, retroactive to January 1, 2017. On February 9th, the membership voted to ratify the wage increase. The current collective bargaining agreement expires in December 2017 and thus the parties will be back at the negotiating table this fall.

DBH/CU13

DCNA and DBH will meet to exchange proposals in compensation negotiations on March 7th at the District of Columbia Office of Labor Relations. DCNA will meet with the District of Columbia for Compensation 13 unit compensation negotiation in late March.

groundrules for upcoming contract negotiations. We expect to start bargaining over the successor contract by mid-March. DCNA received nearly 300 responses to a survey seeking to determine the issues the membership believes are important to address in negotiations. The contract expires on June 30, 2017.

Children's School Services – LPNs/RNs

The LPNs are preparing proposals for their first contract. CSS and DCNA met on Wednesday, February 22nd to discuss ground rules for negotiations. Negotiations for the first contract should commence on March 22nd,

DCNA Member Cynthia Edwards Receives Nurse of the Year Award

On March 4th, Cynthia Edwards, BSN, RN will be awarded the Nurse of the Year by the Black Nurses Association of the Greater Washington, DC Area. Ms. Edwards is a long tenured employee in the District of Columbia and currently works as a Psychiatric Nurse Case Manager for the DC Department of Behavioral Health. She is a DCNA member and also serves on the DCNA Legislative Committee. DCNA leaders will attend the March 4th luncheon in support of Ms. Edwards.



Cynthia's professional career began as a psychiatric nurse at the Washington Hospital Center. She remained at Washington Hospital Center for over 15 years.

Ms. Edwards was elected as the founding president of the Black Nurses Association of the Greater Washington DC Area. In 1977, she was elected as the Black Nurses Association of Greater Washington Area's first member to serve on the Board of Directors of the National Black Nurses Association, and served two consecutive terms. Cynthia was also honored as one of "100 Extraordinary Nurses" by the Gamma Beta chapter of Sigma Theta Tau at Howard University. She is a member of the National Black

Nurses Association.

DCNA Wins Grievance – Howard University Hospital RN Returns to Work

In January 2017, Howard University Hospital terminated the employment of DCNA member for alleged fraud in the use of leave. DCNA/HUH leaders investigated the matter and filed a grievance challenging the firing with the hospital new Chief Executive Officer, Jim Diegel. On January 27th, DCNA discussed the grievance with Mr. Diegel and presented evidence and argument proving that management did not have cause to fire the RN. On February 14th, Mr. Diegel granted the grievance, restoring the nurse to her job, with full back pay. Edward J. Smith, Esq., who represented DCNA at the grievance meeting stated that "we are very pleased with the result in this case because it shows that the new CEO is open to reasonable arguments, thus avoiding protracted and expensive litigation." Eileen Shaw, Janis Bashorun and Paula Surage, leaders of DCNA/HUH, investigated the circumstances in the case and were all involved throughout the disciplinary and grievance proceedings, representing the nurse and providing her with support.

A School Nurse In Every School for 40 Hours

On January 10th, the Chair of the Education Committee, David Grosso, introduced the Public School Health Services Amendment Act of 2017, which will require a nurse in every school for at least 40 hours. The hearing for the bill is on Thursday, March 23rd at the John A. Wilson Building at 10am in Room 500. The current law requires only 20 hours of weekly nursing coverage in every school. The coverage was increased to 40 hours of weekly nursing coverage in every school in 2006 through regulations by the Department of Health. However, last year, the Department of Health announced a change in the school health program which included a possible reduction in school nurses in the school system. This led to backlash by parents who proclaimed that a nurse is required in every school. Council Chair Grosso promptly responded to the concerns of the District residents by passing emergency legislation in November 2016 that will ensure that the current nursing coverage is maintained until the end of the school year. This legislation was helpful but passed after a fourth of the nurses left the District school system in light of possible job cuts. Currently, the nursing coverage has diminished substantially and nurses are forced to cover two schools to ensure the 20-hour nursing coverage in every school. The Public School Health Services Amendment Act of 2017 will provide a safeguard to avoid any future administrations reducing 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.

Whistleblower Protections

The Whistleblower Protection Act protects employees who report waste, fraud, abuse of authority, violations of law, or threats to public health or safety without fear of retaliation or reprisal. The Act protected employees from retaliation for disclosing this information to the appropriate officials or those who refuse to comply with an illegal order. It is important to note that protection of the law requires proof of knowledge by management that the employee disclosed or attempted to disclose information which led to the adverse action. i.e. termination. An employee has to file a lawsuit within a year or file a grievance through the Collective Bargaining Agreement under the time limits outlined in the contract. Some of the remedies include reinstatement, back pay and attorney fees. If you believe that a supervisor or manager is retaliating against you because of your disclosure, please contact Staff Attorney Wala Blegay at wblegay@dcna.org.

Upcoming Events:

DCNA Board of Director's & E&GW Cabinet Meeting, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, Tuesday, March 14th, 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.

United Medical Center Oversight Hearing, John A Wilson Building, 1350 Pennsylvania Ave. NW, Washington, DC. Wednesday, March 8th at 11am in Room 500. If you are interested in participating in the hearing, please contact Staff Attorney Wala Blegay at wblegay@dcna.org.

School Nurse Bill Hearing, John A Wilson Building, 1350 Pennsylvania Ave. NW, Washington, DC. Thursday, March 23rd at 10am in Room 500. If you are interested in participating in the hearing, please contact Staff Attorney Wala Blegay at wblegay@dcna.org.

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.

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