

DCNA Together – Making a Difference in DC

January 2016



DCNA SEEKS PROTECTION AGAINST WORKPLACE VIOLENCE FOR NURSES

On January 20th, DCNA nurses met with several DC Council members to advocate for legislation that would protect nurses from violent acts in the workplace. The bill would criminalize any serious physical harm or threat of harm to a nurse and it would also require hospitals to form workplace violence committees that must create a plan to combat violence against nurses. Nearly twenty nurses met with Councilmembers LaRuby May (Ward 8), David Grosso (At-Large) and Yvette Alexander (Ward 7). The nurses told the Councilmembers that nurses are tired of being abused daily without aggressive action taken by management to address their safety. Nurses cannot provide quality care to patients if they also have to work in fear of being beaten, kicked, punched, scratched,

spat on, cursed, or having objects thrown at them. All of this has occurred on the job.



Ms. Regina Tuma, RN stated that “the worst injury is fear of the unknown. Everyday nurses go to work hoping and praying that we will see our families. Nurses are parents, grandparents, aunts and uncles and love ones to their own families; they should not have to fear for their lives and the fate of their families while saving the lives of others.” Nurses expressed to the DC Council that they are primary caregivers for many DC residents. If the District of Columbia can protect police officers and other emergency personnel, it is reasonable to afford the same protections to nurses who save lives every day. Even the Department of Labor Office of Occupational

Safety and Health Administration has recently reported that healthcare workers experience a 20% higher rate of workplace violence from their patients than other industries.

The DC Council is currently considering legislation to address the concerns of the DCNA nurses.





DCNA Children's Hospital Leaders Celebrate Peggy Wieroniy on her Retirement

DCNA/Children's leadership Margaret Shanks, Sandra Falwell and LaKisha Little (from left to right; photo) and Ed Smith, DCNA Executive Director, celebrated Peggy Wieroniy's retirement with a lovely dinner at the Redstone American Grill at the National Harbor. Peggy worked at Children's Hospital for over 30 years and was instrumental in bringing DCNA to the nurses there. She worked with DCNA staff to unionize the hospital back in 1995. Peggy continued to serve DCNA in a variety of roles and worked as an RN in the PICU. Her accomplishments were many and DCNA appreciates her many years of service.

DCNA/Children's Hospital Attempts to Resolve Night Shift Differential Pay Case

For several years, due to errors in the payroll system (Kronos), numerous RNs have not been paid appropriate night shift differential when staying over into the day shift. DCNA explained the issue to management and it appears a correction to the Kronos pay system has finally been made to ensure that the proper shift differential is paid. CNHS advised DCNA on February 1 that it has corrected the problem as it pertained to weekend night differential pay when those RNs worked beyond their regularly scheduled shift. All weekend night shift differential payments are purportedly accurate, beginning on the first pay period of January 2016.

DCNA requests that if you work during the weekend night shift, please check your time records to see if you are being paid the proper differential rate for all hours worked, including any amount of time you worked past your normal shift end. If you discover that you are not being paid appropriately, please notify Ms. Sandra Falwell or Ms. Margaret Shanks.

DCNA and CNHS are also working to resolve management's failure to appropriately pay all night differential to workers who stay beyond their regularly scheduled shifts during the week. We will be meeting with management again early next month to resolve this discrepancy, as well. DCNA is hopeful this issue can be resolved amicably and without resort to litigation. Considering the vast amount of employees (and former employees), this matter may take several months before we reach a final settlement and pay is provided. Rest assured, DCNA will carefully review all records and ensure that all affected employees are recompensed accordingly. Should you have any questions or wish to assist DCNA in resolving this matter, please contact Ms. Sandra Falwell or Ms. Margaret Shanks.

Upcoming Events:

DCNA Board & Cabinet Meetings, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, March 12, 2016, 5:30 pm: Board & Cabinet meetings are open to all dues paying DCNA members.

Local Leader Grievance Training Workshop, DCNA, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, March 9, 2016, 10:00 am – 2:30 pm. DCNA will be conducting intermediate level training on investigating and processing grievances. Please contact Ms. Vickie Spence at vspence@dcna.org or Walakewon Blegay, Esq. at wblegay@dcna.org to register.

Training - Vulnerable Places: Health Inequality and the Ethics of Nursing, Tuesday, March 29, 2016 from 9:00 am – 4:00 pm, DoubleTree Hotel, 8727 Colesville Road; Silver Spring, MD. The training session is free to DCNA members. Attendees must remain for the full day to receive CE Credit. If you are interested in attending, Ms. Vickie Spence at vspence@dcna.org by Friday, March 11, 2016.

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