

# DCNA Together – Making a Difference in DC

July 2015



## Negotiation Updates

### Howard University/Howard University Hospital

DCNA and management exchanged initial bargaining proposals in mid-July and commenced bargaining on July 31, 2015. The parties extended the contract to August 31<sup>st</sup>, which was set to expire on June 30<sup>th</sup>. DCNA proposes to avoid any layoffs for the duration of the contract (3 years), restore annual leave carryover to 2014 levels, maintain scheduling and working conditions practices and contract requirements and provide modest annual across the board wage increases. In a drastic move, management proposes to no longer recognize QA/UR nurses, Social Workers or Nurse Practitioners as part of the union. Management also proposes major changes in scheduling and assignments that are designed to give it full control and authority over such matters. In economics, Howard University/Howard University Hospital proposes no across the board salary increases for the entire duration of the contract and proposes increases in employee contributions to health, dental and vision insurance and a decrease in the employer's contribution to the retirement plan. Additionally, management proposes to penalize workers who call in sick by taking away vacation and sick time and also seeks to decrease the amount of sick days per year from thirteen to seven.

### Children's School Services

DCNA and Children's School Services reached agreement and the contract went into effect on July 5<sup>th</sup>. Nurses receive a \$ 500 bonus and a 3% increase in their salary. DCNA was also able to negotiate several improvements in working conditions. *See DCNA Newsletter, June 2015, Negotiation Updates.* DCNA and CSS will be back at the bargaining table later this year to negotiate over 2016 wages.

### 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.*

## Department of Behavioral Health – Election Results

DCNA held elections for officers for the Department of Behavioral Health and on July 28<sup>th</sup>, the following results were certified: President – Jimmy Bello; Vice President – Alfreda Bazemore; Secretary – Susan Nelson; Chief Shop Steward –Tinuola Shokunbi. Thank you to all who ran and congratulations to the new leadership of DCNA-DBH. DCNA will be conducting officer training in the near future. The officers will meet with St. Elizabeths Hospital Interim CEO, Dr. Beth Gouse, and the newly appointed Director of the Department of Behavioral Health, Dr. Tanya A. Royster, during the first week of August.

## DC Nurses Rally for Medicare



On Thursday, July 30<sup>th</sup>, DCNA members, including DCNA President, LaKisha Little, went to the United States House of Representatives as part of a lobbying effort to protect, improve, and expand Medicare to cover all Americans with a single standard of quality care not based on one's ability to pay. The event was part of a national day of action in over twenty-five cities.

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

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

## Upcoming Events:

**DCNA Board & Cabinet Meeting, Tuesday, September 8, 2015.** Our monthly meeting starts at 5:30 pm and is located at the DCNA office, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20011. All meetings are open to DCNA members.

**Labor Relations Seminar, DCNA, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, September 16<sup>th</sup>, 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](mailto:wblegay@dcna.org) to register.

## DCNA and DBH Settle Pay Grievance

On May 19, 2015, DCNA filed a grievance challenging management's decision to decrease the salary of numerous RNs working at the Department of Behavioral Health. DBH had cut salaries based upon its erroneous interpretation of the collective bargaining agreement. DCNA invoked arbitration in early July. On July 28<sup>th</sup>, management offered to resolve the grievance by restoring the pay of the affected RNs and provide them with back pay dating to the change in salary. DCNA estimates the total restoration of the salary amounts to approximately \$ 69,000 and the back pay award will be approximately \$ 17,000.

## Labor Law Corner:

### Unprofessional Behavior - Shop Stewards

Shop Stewards are given the unique opportunity to represent their colleagues before management. There are, however, limitations on actions that are not protected under law. Shop stewards should refrain from yelling or screaming at management, sending threatening emails or letters and using profanity or name calling. Although DCNA encourages all union leaders to be assertive by sternly stating the Union's position, any unprofessional actions such as cursing or yelling will lead to disciplinary action and even termination. When a shop steward exhibits unprofessional behavior at union/management meetings, their actions are not protected by law and they will be subject to disciplinary action with no recourse. For more information, please contact Staff Attorney, Walakewon Blegay, at [wblegay@dcna.org](mailto:wblegay@dcna.org).

