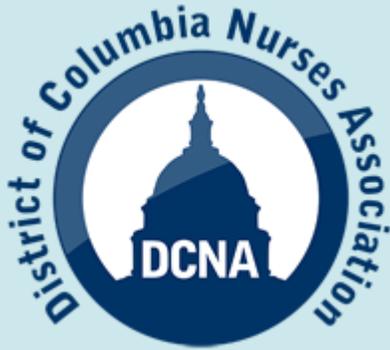


DCNA Together – Making a Difference in DC

July 2016



Negotiation Updates

United Medical Center

Last month, DCNA reported that negotiations had stalled between DCNA and United Medical Center. On June 27th, DCNA invoked impasse proceedings, and mediation is scheduled for August 24 and 26. DCNA has also filed an unfair labor practice charge against the hospital for its failure to respond to requests for information related to the negotiations. Betty Holman, President, DCNA/UMC bargaining unit, stated that “the District Government continues to ignore RNs and the community it serves.” DCNA is not optimistic regarding the likelihood of a voluntary settlement and expects to require an arbitrator to resolve the differences in negotiations. Edward Smith, DCNA Executive Director, remarked that “it is truly unfortunate that the hospital and our elected leaders trample upon workers’ rights to the detriment of patients visiting United Medical Center. I suspect that if Walmart wanted to build a store on the UMC grounds, the city would be begging, borrowing and prostrating itself at the feet of the big box store in an effort to welcome it to a place where it is apparently unwilling to adequately support a hospital.” In related news, the District has paid yet another “takeover” company, Veritas \$ 6,000,000 to run the hospital and Veritas has hired yet another “interim” CEO, Mr. Luis Hernandez.

Department of Behavioral Health



On July 14th, DCNA and the Department of Behavioral Health formally executed the noncompensation collective bargaining agreement. The parties had previously reached agreement and implemented the contract; however, it took several months to prepare the document for formal agreement and in the interim, the DBH hired a new Director, replacing Mr. Stephen Baron who had served the Agency since 2006. The DBH’s new Director is Dr. Tayna A. Royster. She began service in August 2015.

On July 10, 2016, CSS Nurses Sue Hall, RN of DC Scholars Public Chartered School (Ward 3), and Maxine Wilson, R.N. (Ward 7) volunteered at the American Kidney Fund’s Kidney Action Day. The event was held at “The “Yards” in Southwest Washington, DC. The organization took medical histories before calculating BMIs, Blood glucose and blood pressures to determine kidney disease and other predisposing conditions. One in three American adults is currently at risk for developing kidney disease and 26 million Americans have the disease. Most do not even know it. Maxine and Sue provided blood pressure screenings for the event. It was a fun filled day for volunteers and participants. While local dance groups performed, music entertainment was provided by Radio Station 104.1. There were activities available for the entire family. (Sue S.Hall, R.N.)

DCNA RNs Volunteer at “The Yards”



Labor Law Corner: What is a “Management Rights” Clause?

In all of the DCNA Collective Bargaining Agreements (CBAs), there is a provision labeled “Management Rights” which usually clarifies that management has the right to control the business operations. “Management rights” provisions define the rights that management has in a labor relationship with the union. These rights usually include the following: right to hire and determine the qualifications of the position; determine scheduling and limitation on overtime; right to transfer, discipline, assign or eliminate positions. Management has a right to all of these functions unless the contract or the law specifically limits their rights. For example, management has a right to discipline employees, but the CBA limits management’s ability to discipline any employee without just cause. If you have any questions or what to know more about the “management rights” clause within your CBA, please contact Staff Attorney Wala Blegay at wblegay@dcna.org.

DCNA Meets with Ward 8 Primary Victor, Trayon White

DCNA members, accompanied by Staff Attorney, Walakewon Blegay and President, LaKisha Little-Small, met with Trayon White on July 19th to discuss nursing issues that affect our care for DC residents. Nurses described unsafe working conditions and tumultuous negotiations for a new contract at United Medical Center, safe staffing concerns throughout the city and workplace violence legislation intended to address the increasing incidents of assault on nurses at health care facilities. Mr. White, winner of the Democratic primary for Ward 8, is all but assured of being seated as a new councilmember on the DC Council in January. He expressed his support on these issues and his desire to work with DCNA on all health care issues that plague his ward and throughout the District.



DCNA Nurse, Rose Moore, Racks Up Another Award

On July 18th, the District of Columbia Department of Health, Immunization Program and the Immunization Coalition of Washington, DC recognized Ms. Rose Moore as the CDC Childhood Immunization Champion for the District of Columbia. Rose works for the Children School Services and makes sure all children under her care have access to immunizations. Rose also works with parents to identify the immunization status of younger students as well. Many of the children in her school district have younger siblings who follow in their footsteps in terms of whether they are up-to-date with their recommended immunizations. This whole-family approach is one of the reasons Ms. Moore has been able to maintain high immunization coverage rates at schools she supports. Not only has Rose earned this award, she also received the CDC Childhood Immunization Champion Award, DAISY nursing award in 2013 and is a finalist for the 2016 Nurse.com GEM Awards. (Rose is on the left with Dr. Linda Fu, MD, Chair, DC Immunization Practices Advisory Committee (IPAC), Director of Academic Development for Community Pediatrics, Children's National Health System.)

DCNA RN Sworn in as Board of Nursing Member



This month, DC Department of Health, Board of Nursing welcomed Laverne Plater, Nurse Consultant at St. Elizabeths Hospital as the newest Board member. Congratulations Laverne. Laverne is also an At-Large member of the DCNA Board of Directors. (Laverne is 2d from the right, former DCNA/DMH Vice President, Winslow Woodland is in the middle and former DCNA Staff and current Executive Director for the Board of Nursing, Karen Scipio-Skinner is 3d from the left).

Upcoming Events:

Organizing Training, DCNA, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, August 25th, 5:00 – 9:00 pm. DCNA will be conducting training on organizing in the District of Columbia. Please contact Ms. Vickie Spence at vspence@dcna.org to register.

2nd Annual National African American Male Wellness Walk on the National Mall, Saturday July 30th, 2016. Seeking RN volunteers to provide health screenings, from 7:00 – 11:00 a.m. If you are interested in volunteering, please contact Ms. Vickie Spence at vspence@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. Telephone – (202) 244-2705