

DCNA Together – Making a Difference in DC

June 2016



Negotiation Updates

United Medical Center

After over six months of stalled bargaining, on June 21st, DCNA and UMC met and discussed the hospital's financial condition and UMC proposed new compensation terms. On June 27th, DCNA invoked impasse proceedings. Accordingly, the next meeting between the union and management will occur before a federally

appointed arbitrator. Betty Holman, President, DCNA/UMC bargaining unit, stated that "the District Government has shown in these negotiations how little it respects the work registered nurses perform and how little it respects the community east of the Anacostia. DCNA will continue to fight for better conditions at the hospital and better care for the patients we serve."

District Government

On June 1st, DCNA sent notice to the District Government of its intention to commence bargaining over wages and working conditions for approximately 300 registered nurses in the following agencies: Department of Health, Department of Youth Rehabilitation Services, Department on Disabilities, Office of the Chief Medical Examiner, Child & Family Services Agency, Department of Health Care Finance and the Department of Behavioral Health.

The current contract expires on September 30, 2017; however District law requires early notice to ensure that compensation agreements can be concluded prior to the passage of fiscal year budgets covering the term of the agreement.

Massachusetts Nurses Strike Averted

Nurses at Brigham & Women's Hospital in Boston, Massachusetts had planned a one day strike for June 27th in order to force management to negotiate a fair contract to allow RNs to provide safe patient care, protects equal benefits for all nurses and provide a fair wage increase. But, this weekend, with the help of the Mayor of Boston, the Massachusetts Nurses Association reached agreement that addressed all their issues: a fair wage, safety and staffing matters and benefits for all nurses. DCNA President, LaKisha Little, and Executive Director, Edward Smith, had sent a letter to Massachusetts Nurses Association in support of the job action.

Vincent Gray Wins Ward 7 Election, Defeating Councilmember Alexander

On June 14th, DC residents went to the polls and voted in the Democratic primary for candidates in five contested elections for DC Councilmember in addition to the Presidential election and other offices. On May 12th, DCNA announced its endorsement of Mr. Vincent Gray in Ward 7. See DCNA Newsletter (May 2016). Edward J. Smith, Esq., Executive Director, DCNA President, stated that "Vincent Gray supports workers' rights, affordable health care, protections against violence to health care workers in hospitals and other health care settings and a nurse/patient ratio. DCNA is excited to begin working with Mr. Vincent Gray." The general election will be held in November; however, it is highly unlikely that the winners of the Democratic primary will be challenged in any meaningful way at the general election.

Labor Law Corner: Probationary Employees

You are a probationary employee between your first three months to a year of employment depending on your employer (CSS – 4 months; CNHS, HUH – 6 months, UMC – 90 days; District government – 1 year). A probationary employee is an at-will employee and can be terminated for ANY reason, except for a discriminatory reason. The discriminatory reasons prohibit termination based on race, ethnicity, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, familial status, family responsibilities, disability, matriculation, political affiliation and source of income. Termination is also prohibited for reporting workplace safety issues (whistleblower issues) and other related laws. Management does not have to give you a reason for termination. The legal burden of proof is on the employee to prove that she was terminated for a discriminatory reason. Please contact Staff Attorney Wala Blegay at wblegay@dcna.org if you have questions.

DCNA Leaders Attend Staff Nurse Assembly in Chicago

DCNA nurses attended the Staff Nurse Assembly & The People's Summit from June 16-19 in Chicago, Illinois. Eileen Shaw from HUH; Sandra Falwell, Margaret Shanks and LaKisha Little from CNHS; Jimmy Bello from DBH; Olubukunola Alao from DOH; and Betty Holman from UMC all attended, along with Executive Director, Ed Smith. Training included presentations on Medicare for all, information technology and its effect on patient care, maintaining RN autonomy and patient advocacy and Wall Street's impact on health and lives.



Upcoming Events:

Kidney Action Day at The Yard's Park (355 Water Street, SE; Washington, DC), Sunday, July 10, 2016 from 10:30 am - 4:30 pm. The American Kidney Fund is seeking volunteers to assist with registration/paperwork, checkout/collect screening forms and provide health screenings (blood pressure, blood glucose and BMI/Waist Circumference) to the participants. You may volunteer for the full day or by shift (10:30 am - 1:30 pm; 1:30 pm - 4:00 pm). If you would like to volunteer, please email Ms. Vickie Spence at vspence@dcna.org.

Labor Relations Training, DCNA, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, July 13th, 10:00 am – 2:30 pm. DCNA will be conducting training on investigating and processing grievances and other representational matters. Please contact Ms. Vickie Spence at vspence@dcna.org or Walakewon Blegay, Esq. at wblegay@dcna.org to register.

Labor Night at the Nationals, July 22d, Nationals Park. Enjoy a night of baseball as the Nationals take on the San Diego Padres. Tickets are available for only \$ 10. A portion of the proceeds benefits the Community Services Agency, Metropolitan Labor Council, AFL-CIO. Please contact Ms. Vickie Spence at vspence@dcna.org to order tickets.

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