

DCNA Together – Making a Difference in DC

June 2017



Negotiations Updates

Children's School Services – LPNs

DCNA and CSS have come to an agreement on many issues including Annual Leave, up to 9 weeks of severance pay, grievance and arbitration, internal transfers options, development of a labor-management committee, access to personnel files and more and LPN to RN transition. The parties have not come to an agreement on Educational Benefits and Wages. DCNA has proposed \$1500 in educational benefits, 4% annual raise from 2018 to 2020 and a \$1000 signing bonus. CSS has countered with 1.75% raise in 2018 and the 2019 and 2020 raises will be same percentage raises as negotiated for the RNs, \$350 signing bonus and \$400 in educational benefits. The parties resume bargaining on July 24th.



Department of Behavioral Health

At the last negotiations session, DCNA countered with a 4% annual wage increase but maintained most of its proposals which include, increase to Step 15, 3.5% bonus or Step Increase for those who received a Performance Evaluation of highly effective or higher, up to \$4000 in Tuition Reimbursement, \$255 in monthly Metro Benefits, Charge Nurse Pay and Retention Bonus. DBH has countered with 1.25% annual raises, \$25 Metro Transit Subsidy and \$750 in educational benefits. DBH has additionally countered with 2 mental health days with restrictions. Negotiations will reconvene in July 13th.

Compensation Unit 13 (District Agencies)

DCNA and District met to exchange proposals for the Compensation 13 Unit. DCNA proposed 6% annual wage increases, Preceptor/Training and Float premium pay, \$7000 tuition reimbursement, \$3000 for annual training and educational opportunities, increase to Step 15, \$255 for Metro transportation or parking and bonuses for highly rated performance evaluations. The District proposed 1% annual wage raises. Parties will meet to continue bargaining on July 11.

Labor Law Corner: Shop Steward - Equal Bargaining Power

When functioning as a Shop Steward, you have equal bargaining power with the management representative. Shop stewards are vital links between management and employees. Employees frequently rely on stewards to effectively communicate their needs to management. Because stewards are an important part of the advocacy process and must be able to have a platform upon which to confront management, the National Labor Relations Act has provided stewards with a protected legal status – equal bargaining power. While representing employees, stewards, by law, must be considered equal with management. This equality rule allows stewards to effectively communicate the employees' needs (which include grievance activities) without fear of repercussion or punishment from management. This rule can only be applied when a steward is working in their representational capacity.

No Additional Funds for 40-Hour School Nursing in the 2018 Fiscal Year Budget

DCNA met with Councilman Vincent Gray, Chair of the Committee on Health, to express concern for the lack of additional funding for the DC school nursing program in the 2018 fiscal year budget. Councilman Gray responded that Council Chairman Phil Mendelson rejected his request for an additional \$6 to 7 million for the school nursing program. Gray also stated that there is no support for the additional funding by Mayor Muriel Bowser's administration. Council Chair Gray stated there is no way to find

funding until the 2019 budget hearings unless there are additional funds received by the District which is unlikely. The nurses expressed their frustration with the disregard for the important role of the school nurses by both the Mayor and the DC Council. DCNA will continue the fight to ensure a fully funded program for 40-hour nursing coverage in every school.

DCNA Leader Selected as a 2017 Cafritz Award Winner

On June 28th, Ms. Laverne Plater, At-Large Member of DCNA's Board of Directors and a Nurse Consultant with the Department of Behavioral Health, was awarded a 2017 Morris & Gwendolyn Cafritz Foundation Award for outstanding performance and exemplary service by DC Government employees. A native Washingtonian, and an employee of the DC Government for 40 years, one of



Laverne's most memorable accomplishments was her ability to build bridges with community facilities. When healthcare facilities would not accept patients from Saint Elizabeths Hospital, she was called upon to diagnose the barrier, develop a plan and initiate and implement a system to transition the patients to an appropriate long-term care setting. Laverne is a highly respected figure in the community and was able to partner with United Medical Center to train staff in other facilities on principles and best practices for treating incoming patients suffering from mental illness. Some of the awards she has earned in DC include: Ward 8 Women's Impact Award, Employee of the Month, and one of the Nursing Honor Society's 100 Extraordinary Nurse Awards. Ms. Plater also has served on numerous bargaining committees on behalf of DCNA and served as Chief Shop Steward for the DBH/DCNA for several years. "The message I would give others would be to be a great nurse: make sure your heart is in it and find your passion,"

said Ms. Plater. "It is important to always be responsible, credible, respectful, honest, active, and involved. Lastly, join a professional nursing organization and demonstrate your commitment to excellence in your practice at all times." Go to www.cafritzawards.org to learn more about the foundation and the award program.

Upcoming Events:

Department of Behavioral Health Union Elections, St. Elizabeths Hospital, 1100 Alabama Ave, SE, Washington, DC 20032, Wednesday July 19th. 6am to 8am, 6pm to 8pm.

Women's Health and Fitness Expo DC, Hamilton Crowne Plaza, 1001 14th Street, NW, Washington, DC 20005, Saturday July 15, 2017, 10:00am - 5:00pm. Three RN Volunteers needed for blood pressure, finger-stick glucose and health counseling. Please contact Vickie Spence at vspence@dcna.org if you are able to volunteer.

3rd Annual African American Male Wellness Walk 5K, Saturday, August 5, 2017, McKinley Tech High School, 7:00 am -9:00 am. The walk will begin at 9:00 am. We are in need of volunteers for the following screenings: hypertension, diabetes, and obesity. The screenings are an invaluable component to decreasing the incidence of preventable diseases among African American males. If you are available to volunteer, please notify Vickie Spence via email at Vspence@dcna.org by 5:00 pm on Friday, July 21, 2017.

DCNA and the Media

Join DCNA's Executive Director, Edward Smith, on his radio show, Your Rights at Work, every Thursday, from 1-2p, on WPFW, FM89.3 or on wpfwfm.org. He co-hosts the show with Chris Garlock of the Metropolitan Labor Council, AFL-CIO. You can call in to discuss workplace issues at (202) 588-0893. Guests have included Ralph Nader, DC Attorney General Karl Racine, Metropolitan Labor Council, AFL-CIO Executive Director Carlos Jimenez and President Jackie Joyner and numerous authors and local labor leaders.

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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