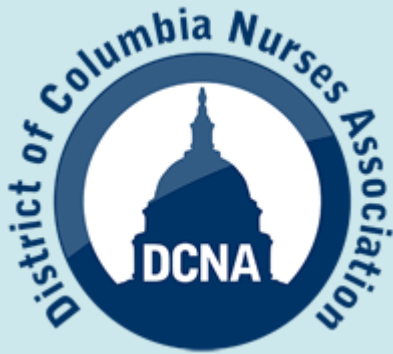


# DCNA Together – Making a Difference in DC

March 2016



## DCNA Member Receives Ward 8 Impact Award

On March 29<sup>th</sup>, DC Councilmember LaRuby May (D – Ward 8) presented the Ward 8 Impact Award to Katrina Clark, a Ward 8 Community School Nurse at Savoy Elementary School, where she provides quality health care to the youth. Ms. Clark is also the Vice President of the DCNA Unit of school nurses. She has worked at health care facilities throughout the District for over 30 years, including Children National Medical Center, Howard University Hospital, District of Columbia General Hospital, Central Detention Facility/DC Jail, Washington Hospital Center, Providence Hospital, Unity HealthCare, Washington Nursing Facility and Partners in Drug Abuse Rehabilitation Counseling. She received her Associate and Bachelors in nursing at the University of the District of Columbia. She is a mother of three children and an active member of the Union Temple Baptist Church.



LaRuby May, Katrina Clark & NBC4's Pat Lawson Muse

Councilwoman May also recognized Ms. Laverne Plater as a woman of distinction in Ward 8. Ms. Plater is a DCNA Board of Directors At-Large Member and is a Nurse consultant with the Department of Behavioral Health, working at St. Elizabeths Hospital.

Congrats to Ms. Clark and Ms. Plater!



K.Clark, Dr. Pier Broadnax, Mary Jones Bryant, L. May, Laverne Plater & Valerie Horne

## Contract Negotiations to Resume at United Medical Center

Negotiations were last held on December 3<sup>rd</sup> and 9<sup>th</sup>. Over the course of the next few months, financial operations within the hospital were reviewed by the DC Government, which found a deficit in the millions of dollars. This caused UMC to be unable to provide proposals dealing with compensation. UMC has advised DCNA that it is now in position to move forward in bargaining, including negotiating over matters involving compensation. There remain several open issues, including nurse staffing, development of a nurse clinical advancement program (CAP), wages and benefits, differential pay and discipline and discharge. DCNA has put forth proposals to assist in recruiting new graduate nurses, to standardize pay rates for RNs and to implement the CAP. Although there have been fruitful discussions on the development of the CAP, management has failed to offer a wage scale system to be utilized in conjunction with the CAP. No specific dates have been set for negotiations. The parties, however, expect to schedule several dates in April and May in an attempt to conclude bargaining. Edward J. Smith, Esq., Executive Director, DCNA, stated that “unless management is prepared to come to the table with reasonable compensation and working conditions proposals, we can no longer hold RNs hostage to the failure of hospital and DC officials to competently run this necessary healthcare institution.

## DDS Relocates to Southwest, DC

The Department of Disability Services (DDS) is relocating from 1125 15<sup>th</sup> St. NW Washington DC to 250 E Street SW, Washington DC 20024. DCNA represents nine RNs at DDS. DCNA agreed to coalition bargaining with AFGE, Local 383 and AFSCME, Council 20 and commenced bargaining with DDS on February 23<sup>rd</sup>. Union proposals cover varied issues including telework, office space, parking and more.

## DCNA Leaders Attend Labor Relations Training

DCNA Leaders were provided advanced grievance training on April 6<sup>th</sup> and discussed ways in which the union can attract and recruit members into leadership roles. DCNA Executive Director, Edward J. Smith, led the group in discussions. The training was designed as a more advanced class with the opportunity to actively engage in investigating and presenting a grievance in a real, ongoing disciplinary matter.

## Labor Law Corner: Right to a Shop Steward

Who should you call when management requests a meeting regarding your conduct or disciplinary action? Call your Shop Steward immediately and do not respond to any questions without your Shop Steward present. A Shop Steward is a union member who represents unit members in disciplinary meetings. *NLRB v. Weingarten, Inc.*, 420 U.S. 251 (1975), is a Supreme Court case that outlines the rules on when a Shop Steward can participate in a disciplinary meeting. The meeting must be designed for management to ask questions or solicit information from the employee and the employee **must fear discipline**. The employer is not required to inform you of your right to union representation; you **must request that the Shop Steward be present at the meeting**. If you are not sure why management is requesting a meeting, you should ask your manager or Human Resources before agreeing to meet without representation. Additionally if management calls you or stops by your office to interrogate you about an error in patient care or a patient's or co-worker's complaint about your conduct, do not respond to any questions without a shop steward present. If you have questions, contact Walakewon Blegay at [wblegay@dcna.org](mailto:wblegay@dcna.org).

## DCNA/DBH Nurses Testify Before the DC Council



Nurses Nancy Pearsall and Tinoula Shokumbi testified before the Committee on Health and Human Services at the Department of Behavioral Health Oversight Hearing. They informed the Committee of the concerns of the nurses including the unsafe working environment and the high nurse-patient ratios. Ms. Shokumbi expressed concerns with the high nurse-patient ratios which places the nurses in a dangerous atmosphere especially since the nurses are servicing patients who are very volatile. Nurse Pearsall discussed the consistent attacks on nurses by patients without adequate support from management or the Metropolitan Police Department.

## Upcoming Events:

**DCNA Nurse Week Event: Odyssey Brunch Cruise, 600 Water Street, SW, Washington, DC - Sunday, May 15, 2016, 11:30 am - 1:30 pm (Boarding at 10:45 am).** Please contact Ms. Vickie Spence at [Vspence@dcna.org](mailto:Vspence@dcna.org) to receive a registration form. Due to limited seating, registration is processed on a first come, first serve basis. Registration must be completed by close of business on Friday, April 15, 2016 - but don't wait – the seats are going fast.

**Labor Relations Training, DCNA, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, Tuesday, May 10th, 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](mailto:vspence@dcna.org) or Walakewon Blegay, Esq. at [wblegay@dcna.org](mailto:wblegay@dcna.org) to register.

DCNA's purpose is to "foster high standards of nursing, promote the professional and educational advancement of nurses, promote the welfare of nurses, and improve the quality and availability of health care services for all people." DCNA Bylaws, Article I, Section 2.

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).

DCNA is located at 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016. Telephone – (202) 244-2705