

# DCNA Together – Making a Difference in DC

May 2017



## Negotiations Updates

### Children's National Health System

DCNA and Children's Hospital reached agreement on a successor collective

bargaining agreement and on June 6, 2017, the DCNA membership ratified the agreement. The negotiating teams completed bargaining on May 30<sup>th</sup>, reaching an agreement that implements wage increases for all full and part time RNs of 2, 3 and 3% each year of the contract and provides for an immediate payout of a 2% bonus for RNs. In addition, nurses who are required to float to another unit will be compensated at an additional \$2.00 per hour, weekend incentive program nurses will receive shift bonuses that are increased to \$200 for day shift and \$250 for night shift. DCNA was able to maintain all other contractual provisions, including leave accrual, health care insurance and employer contributions to the retirement plan.



### 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, a development of a labor-management committee, access to personnel files and more. The parties have not come to an agreement on the LPN to RN transition, Educational Benefits, and Wages. DCNA has proposed \$3500 in educational benefits, an implementation of wage scale with a 4% annual raise, \$1500 signing bonus and an automatic transition from LPN to RN. CSS has countered with no annual raise for 2017 and raises in 2018 and 2019, dependent on what is negotiated for the RNs, \$100 signing bonus, \$250 in educational benefits, and an implementation of a committee to discuss the process for LPNs to transition to RNs. Parties continue bargaining on June 23<sup>rd</sup>.

### Department of Behavioral Health

At the last negotiations session, DCNA provided a cost-out of its proposal which would only require an additional \$4 million during the term of the contract. DCNA countered with a 4.25% annual wage increase but has 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 \$5000 in Tuition Reimbursement, \$255 in monthly Metro Benefits, Charge Nurse/Preceptor Pay and Retention Bonus. The parties are close to an agreement on Mental Health days for employees. Negotiations will reconvene in June 13<sup>th</sup>.

## Labor Law Corner: Worker's Compensation

Once you have experienced a job-related injury, you need to promptly inform management of your injury. A DC government employee must fill out the DCWC Form 7 within 30 days of the injury and send a copy to management. In order to preserve your right to workers' compensation benefits under the law, you must file a written claim on DCWC Form 7A, Employee's Claim Application, within one year after your injury, or within a year after the last payment of benefits. You should contact the Public-Sector Workers' Compensation Program at the DC Office of Risk Management. If your claim is approved, you are entitled to 66 2/3 percent of your average weekly wage and full coverage of the medical expenses. The maximum weekly rate is \$1,467.46 and the minimum is \$366.86. If your claim is denied, it is generally advised to retain an attorney to assist you in your appeal. DCNA is able to provide with a referral, if desired. Please make sure to find the worker's compensation representative for the employer, usually within the Human Resources office. For more information, please contact Staff Attorney Wala Blegay at [wblegay@dcna.org](mailto:wblegay@dcna.org).

## **DCNA Rallies – Workers’ Rights and Lobby Day**

On May 1<sup>st</sup> DCNA members attended a rally in Washington, DC at LaFayette Park, joining thousands of individuals and also labor unions from the DC area in an effort to support immigrant and workers’ rights in a defiant stance against the current administration’s actions taken against workers and immigrants. AFL-CIO President Richard Trumпка addressed the crowd.



## **Upcoming Events:**

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

**Shop Steward Training, 5100 Wisconsin Ave. NW, Washington DC 20020, Wednesday July 12<sup>th</sup>. 5:30p to 9pm.** Please contact Wala Blegay at [wblegay@dcna.org](mailto:wblegay@dcna.org) if you are interested in attending.

## **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](http://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.

*visit DCNA on our website at [w](http://www.dcna.org)  
Please [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).*

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