

DCNA Together – Making a Difference in DC

November 2015



Negotiations Updates

United Medical Center

Negotiations resumed on December 3rd. The parties discussed several open issues, including nurse staffing, development of a nurse clinical advancement program and discipline and discharge. The next negotiating session is scheduled for December 9th. Edward J. Smith, Chief Negotiator for DCNA, stated that he is hopeful the parties can reach agreement on the entire contract in the near future. He added that “if we are not able to reach an agreement

that addresses patient safety and care and recruitment and retention of RNs, we are fully prepared to bring this fight to arbitration and elsewhere, if necessary.”

DC Government - Compensation Unit 13

Noncompensation negotiations resulted in narrowing the issues subject to a hearing before an arbitrator. DCNA and the District have agreed on all issues with the exception of the following: Orientation and Work Schedules. The arbitration will be scheduled for early 2016.

DC Government – Department of Behavioral Health

On November 24th, DCNA testified in support of legislation on the FY2015-FY2017 compensation agreement between the Department of Behavioral Health and DCNA, Public Resolution 21-422. On December 1st, the DC Council passed the legislation. Employees will receive 3% retroactive raises dating back to October 1, 2014 and October 1, 2015. Employees will also receive a 3% wage hike on October 1, 2016. DCNA is hopeful the raises will be implemented and the retroactive monies will be paid in the next 4-6 weeks. DCNA will be back at the bargaining table next year to address compensation matters on behalf of all our members employed by the Government of the District of Columbia.

Children’s School Services

2016 wage reopener negotiations concluded on November 6th, with DCNA negotiating a 3% raise on behalf of all CSS registered nurses. Congratulations to the bargaining team: Wala Blegay, Esq., Chief Negotiator, Robin Burns, Chairperson, DCNA/CSS, Garnett Freeman, Vice Chair, Deborah Eades, Jade Bland, Camille Wheeler and Jocelyn Esposito.

Labor Law Corner: Have you been discriminated against by management?

If you have been discriminated by Management based on your protected trait (race, ethnicity, religion, age, sex, marital status, sexual orientation, gender identity or expression, family responsibilities, political affiliation or disability), you must report it within 180 days of the discriminatory act. You must file a complaint with the DC Human Rights Commission (<http://ohr.dc.gov/commission>) or with the Equal Employment Opportunity Commission (EEOC) (<http://www.eeoc.gov/>). The DC Human Rights Commission will be a faster process. Your complaint should include discriminatory statements or proof that others who do not share the same protected trait are receiving preferential treatment. Sex discrimination includes sexual harassment. You do not need lawyer to file a complaint; the commissions have legal staff that will perform a thorough investigation on your complaint and will send you their findings. If the Commission’s investigation determines that management did not engage in discrimination, they will send you notice of their findings and a letter that will give you the right to file a lawsuit in court. If they determine that you have been discriminated against, they will proceed with your complaint. Please contact the DC Human Rights Commission or the EEOC for more questions or concerns.

Upcoming Events:

DCNA Annual Conference – December 16, 2015, Martin’s Crosswinds, 7400 Greenway Center Drive,

Greenbelt, MD. 180 DCNA members have registered for this event. This is the largest amount in over a decade. If you registered and find that you are unable to attend, please contact Ms. Vickie Spence at vspence@dcna.org. The featured speaker this year is outgoing Metro Labor Council, AFL-CIO President, Joslyn Williams.

DCNA 2015 Election – Slate of Candidates

The slate of candidates for this year's DCNA election has been prepared and mailed to all members. This year, openings for the following offices are on the ballot: Board of Directors – Vice President; Board of Directors – Treasurer; Board of Directors – At-Large member; Economic & General Welfare Cabinet - At-Large member; Metropolitan Washington Council, AFL-CIO Delegate. Here are your candidates:

Vice President - Board of Directors

Agnes Addington
Olubukunola Alao
Valesay Cherie
Mary Jones-Bryant
Margaret Shanks

Treasurer - Board of Directors

Olubukunola Alao
Robin Burns
Katrina Clark
Arrie Striggles

Board of Directors At-Large

Agnes Addington
Olubukunola Alao
Bridgett Cameron
Cynthia Edwards
Mary Jones-Bryant
Esmeralda Salgado

Economic & General Welfare Cabinet At-Large

Olubukunola Alao
Bridgett Cameron
Darwin Dollano

Metropolitan Washington Council, AFL-CIO Delegate

Olubukunola Alao

To review candidate profiles and other election information, please go to <http://www.dcna.org/dcna-election-updates>.



2015 DCNA Board of Directors: top row from left: Margaret Shanks; Agnes Addington; Arrie Striggles; Laverne Plater. Bottom row from left: Sandra Falwell; LaKisha Little; Shirley Jackson. (Not pictured: Mary Jones Bryant; Ignacia Joyner; Robin Burns; Gregory Wilson

2015 DCNA Economic & General Welfare Cabinet: top row from left: Betty Holman; Bridgett Cameron; Margaret Shanks; Arrie Striggles; Laverne Plater; Eileen Shaw. Bottom row from left: Sandra Falwell; LaKisha Little; Shirley Jackson. (Not pictured: Olubukunola Alao; Robin Burns; Garnett Freeman; Bonita Jenkins; Bonnie Randolph; Paula Surage.

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.