

# DCNA Together – Making a Difference in DC

November 2016



## Full-time School Nurse Bill to be Introduced at DC Council

DC Councilmember David Grosso advised DCNA that he will introduce legislation before the DC Council to require nursing services at every school in the District of Columbia for a minimum of forty hours per week. This legislation is based upon information received from DCNA, teachers (Washington Teachers Union), school administrators (Union of School Officials), other professional health care organizations and parents.

DCNA previously reported that the DC Council unanimously passed emergency legislation maintaining current nursing levels and hours at all schools for the remainder of the school year. *See*

DCNA Newsletter, October 2016.

In late November, the Metropolitan Labor Council, AFL-CIO also passed a resolution calling upon the District of Columbia to require nursing services at every school in the District of Columbia for a minimum of forty hours per week.

DCNA created a petition drive on MoveOn.org requesting that the District provide nursing services for forty hours per week at every school. To date, over 2100 people have signed the petition. If you have not yet viewed or signed the petition, please go to our facebook page ([www.facebook.com/DCNursesAssociation](http://www.facebook.com/DCNursesAssociation)).

Please support our nurses and protect the health and lives of our children. If you are on twitter, you can use this to tweet your councilmember - #nurseineveryschool.



## DCNA Meets with New St. Elizabeths Hospital CEO on Safety



Mr. Mark J. Chastang, the new Chief Executive Officer, appointed in August 2016 by Mayor Muriel Bowser, held a meet and greet for all union representatives in November 2016. Mr. Chastang was formerly the executive director for D.C. General Hospital from 1990 to 1994. Chief Shop Steward Tinoula Shokumbi (photo, left) met with Mr. Chastang to discuss the concerns of safety on the units and safe staffing. Mr. Chastang stated that safety was his one of his main concerns for the Hospital. He and his staff were investigating violent incidents on the unit and strategizing on possible resolutions. Ms. Shokumbi also elaborated on the safe staffing concerns, citing the consistent staff shortage in the units which only places the nurses at the risk of experiencing a violent altercation from the patients. DCNA also informed Ms. Chastang that the safe staffing ratio for behavioral health is 1 nurse to 6 patients. DCNA agreed to collaborate with Mr. Chastang to address violence against nurses, safe staffing ratios and other related issues.

## DCNA Challenges Howard University on Contract Changes

Howard University recently attempted to make changes to DCNA's contract by announcing increases to health insurance premiums and parking rates. DCNA learned that HU/HUH planned to increase parking rates by 50% and structure health insurance premiums based upon the employee's salary beginning in January 2017. On November 15<sup>th</sup>, DCNA filed a grievance with the hospital's new Chief Executive Officer, James Diegel, stating that the employer could not increase parking rates by more than 10% per year. **On December 1, CEO Diegel agreed with DCNA and announced that parking rates would not be increased.**

On November 10<sup>th</sup>, DCNA notified HU/HUH that it rejected management's proposal to base employee health care premium costs based upon salary. Such structural changes would have increased premium pay annually as follows: HMO - employee coverage only – increase of nearly \$666; employee + children – increase of over \$ 1000; family coverage – increase of nearly \$ 1300; PPO - employee coverage only – increase of nearly \$650; employee + children – increase of over \$ 1200; family coverage – increase of nearly \$ 1500. The changes are not in accordance with the negotiated collective bargaining agreement. DCNA is awaiting the Employer's response.

## DCNA Members Elect New Leaders

On November 29<sup>th</sup>, DCNA announced the results of the 2016 DCNA elections.

### President - Board of Directors

LaKisha Little-Small

### Secretary - Board of Directors

Ignacia Joyner

### Board of Directors At-Large

Olubukunola Alao

Katrena Clark

Sandra Falwell

Garnett Freeman

Mary Jones-Bryant

Laverne Plater

### Economic & General Welfare Cabinet At-Large

Lula Curry

LaKisha Little-Small

Margaret Shanks

### Metropolitan Washington Council AFL-CIO Delegates

Robin Burns

Katrena Clark

Sandra Falwell

LaKisha Little-Small

### Nominations Committee

Robin Burns

Bridgett Cameron

Katrena Clark

Congratulations to all of our elected leaders. Thank you to all candidates for agreeing to run and to all members who took the time to vote in this year's election.

## Labor Law Corner: Phone Video Recording At Work

DCNA recommends that nurses refrain from recording during work because of the legal implications. Most states ban any recording of private conversations unless all parties consent to the recording. The law in the District is a bit unclear but there are consequences for recording that could lead to termination. Since most of you work in a health care setting, you could risk recording health care information which is protected by HIPAA. Most phones do not have the proper security measures to ensure that a patient's health care information will not be unlawfully released. Additionally, most employer policies in the health care setting ban private recording on the premises for that very reason. Please contact Staff Attorney Wala Blegay for more questions on this topic at [wblegay@dcna.org](mailto:wblegay@dcna.org).

**Interested in learning more about becoming a DC foster parent?** Visit [www.fosterdekids.org](http://www.fosterdekids.org) or call the DC Child and Family Service Agency (CFSA) at 202.671.5683. You can also follow CFSA on social media on their Twitter account (@DCCFSA) and Facebook Page.

## Upcoming Events:

**DCNA Board of Directors and E&GW Cabinet Meeting, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, Tuesday, December 13th, commencing at 5:30 pm.** Board and Cabinet meetings are open to all DCNA members. If you wish to attend, please contact Ms. Vickie Spence at [vspence@dcna.org](mailto:vspence@dcna.org).

**DC Metro RN Council Meeting, Plymouth Congregational Church, 5301 N Capitol St NE, Washington, DC 20011, December 7, 2016, commencing at 8:30am.** DCNA encourages members who are interested in working with other RNs across the District on issues that affect all nurses to contact Ms. Robin Burns if you wish to attend this meeting.

**Executive Director Edward Smith hosts "Your Rights at Work," Every Thursday from 1-2pm on WPFW, FM89.3 or [www.wpfwfm.org](http://www.wpfwfm.org).** If you miss the live show – or want to hear a past show – Your Rights At Work is now available as a podcast! Just search for Your Rights At Work on iTunes or wherever you get your podcasts; subscribe and you'll get our shows right on your phone.

*Please visit DCNA on our website at [www.dcna.org](http://www.dcna.org) or on Facebook at [www.facebook.com/DCNursesAssociation](https://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*