

DCNA Together – Making a Difference in DC

October 2015



Negotiations Updates

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, Work Schedules and Grievance & Arbitration.

DC Government – Department of Behavioral Health

The District has finally submitted the Compensation Agreement between DCNA and DBH to the DC council for review. We expect the DC Council will hold a hearing on the legislation in the very near future and that the legislation should pass this November. 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 commenced on October 13th; the parties exchanged initial wage increase offers. Wala Blegay, Esq., DCNA Staff Attorney, reports that DCNA/CSS has scheduled a second bargaining session on November 6th. DCNA is hopeful that the parties will reach agreement at such session. On the bargaining team with Wala is Robin Burns, Chairperson, DCNA/CSS, Garnett Freeman, Vice Chair, Deborah Eades, Jade Bland, Camille Wheeler and Jocelyn Esposito.

Labor Law Corner: Work Schedules – Non-Negotiable for DC Employees

In a recent decision the DC Superior Court determined that “Tours of Duty” or “Work Schedule” is a non-negotiable subject during bargaining. Therefore, the DC Government can change your scheduling processes or your schedules without negotiating with the Union. This decision is devastating for DCNA and nurses since the ability for nurses to have flexibility in scheduling is one of the most important issues in nursing. DCNA will address this issue through the legislative process by attempting to change the law on tours of duty. If you are interested in assisting DCNA in changing the law, please contact staff attorney, Wala Blegay at wblegay@dcna.org.

DCNA Resolves ULP Disputes with DC Dept. of Youth Rehabilitation Services

On October 28th, DCNA entered into settlement agreements with the DC Department of Youth Rehabilitation Services resolving unfair labor practice complaints filed by DCNA. DCNA had filed complaints alleging that DYRS failed to bargain in good faith over changes in work schedules and had also taken discipline against a registered nurse in retaliation of her raising work schedule concerns with the union. The settlement requires the agency to rescind the discipline against the nurse and provides that RNs will have the ability to submit preferred work schedules each month until a new contract is negotiated. Moreover, the settlement agreement allows DCNA to engage in impact and effects bargaining over any proposed changes to RNs’ tours of duty. Finally, the agreement requires the parties to conduct a meeting to discuss the impact changes in working conditions have on the RNs in the bargaining unit, including perceptions of preferential treatment in scheduling decisions. Attorney Wala Blegay expressed her pleasure in resolving the disputes in a timely manner: “we were able to achieve the results and relief we sought without resort to a lengthy and contentious hearing process.” She added that she is “hopeful that DCNA and DYRS can begin to build a labor management relationship that will allow the employees to work in an environment in which they can provide the best nursing care to the individuals in DYRS facilities.”

Upcoming Events:

DCNA Annual Conference – December 16, 2015, Martin’s Crosswinds, 7400 Greenway Center Drive, Greenbelt, MD. DCNA hopes to double our turnout from last year. Last year’s event was held at Martin’s Crosswind’s. Over 100 DCNA members enjoyed dinner and great music. Keep your eyes open for more updates on this fun event. Register for this event with Vickie Spence at Vspence@dcna.org or via fax at 202-362-8285 by 5:00 pm on Monday, November 30, 2015.



DCNA's Ed Smith on the Radio

DCNA Executive Director, Edward J. Smith, Esq., will continue to co-host "Your Rights at Work" call in radio show airing on WPFW. WPFW is on FM 89.3 and also on the internet at www.wpfwfm.org. The show is aired every Thursday, from 1:00 – 2:00 pm. Mr. Smith will host on November 12th. The show features discussions on current workplace issues and invites people to call in to discuss their problems at work. Christopher Garlock, Communications Director of the Metropolitan Washington Council, AFL-CIO, and Managing Editor of Union City, co-hosts. Other regular co-hosts are the Employment Justice Center's Hannah Kane and Amy Gellatly.

DCNA Attends the National Nurses United Convention

From October 23-24, DCNA sent a delegation to the NNU convention. Attending the convention as delegates were Shirley Jackson (Dept. of Behavioral Health), LaKisha Little (CNMC) and Margaret Shanks (CMNC). Sandra Falwell (CNMC) attended as the NNU Executive Council member. Arrie Striggles (CNMC) attended as a guest and Chair of DCNA's Economic & General Welfare Cabinet. Edward Smith attended as a guest and as DCNA's Executive Director. Ms. Sandra Falwell was re-elected as a member of the NNU Executive Committee.



Edward J. Smith, LaKisha Little, Arrie Striggles, Sandra Falwell



Delegates view message from Bernie Sanders



E. Smith, Shirley Jackson, Margaret Shanks, S. Falwell, L. Little & A. Striggles

NNU passed the following resolutions during the Convention: Assaults on our Rights to Collective Action; Medicare for All; Endorsement of Presidential Candidate Bernie Sanders; Support of the Robin Hood Tax Campaign; Environmental and Climate Justice; Opposing the Trans-Pacific Partnership; Black Lives Matter and Racial Disparities; Affirming Support of Planned Parenthood; and Reaffirming Commitment to International Solidarity. The full text of all resolutions is available on our website, www.dena.org.



DCNA President LaKisha Little Attends Massachusetts Nurses Association Convention

On October 7th, Ms. Little attended the MNA Convention in Hyannis, MA. During the Convention Ms. Little met Ms. Nina Pham, the RN who survived Ebola and brought to light issues surrounding its outbreak, including proper protocols and protective personal equipment. DCNA and MNA maintain a strong relationship as affiliates of National Nurses United and will continue to support each other's efforts to improve the lives of our members and the public.

Please visit DCNA on our website at www.dena.org or on Facebook at www.facebook.com/DCNursesAssociation.

For Assignment Despite Objection and Grievance forms, visit www.dena.org.