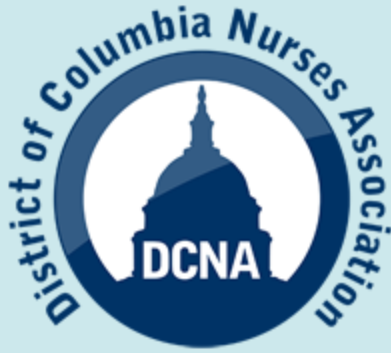


DCNA Together – Making a Difference in DC

August 2016



DCNA Economic & General Welfare Cabinet Chairperson Passes



DCNA suffered a great loss of our beloved Arrie Striggles. Arrie was a faithful and dedicated member of the DCNA Board of Directors and Economic and General Welfare Cabinet. Arrie was employed as a Registered Nurse at Children's National Medical (CNMC) for over 38 years. During her tenure, she worked in Medical Care, Infectious Disease, Respiratory Care and the Emergency Department.

Arrie was actively involved in DCNA since 1990. Arrie was a valuable member of the CNMC-DCNA's Executive Committee for several years and was on the negotiation team for several union contracts. She also served as Shop Steward where she represented union members in management meetings as well as assisted in filing grievances. Arrie was a staunch advocate for nurses and we will miss her smile, humor, knowledge and her passion for fairness as we go forward. She will always be in our hearts.

Rest In Peace, Arrie, your legacy will live on!

Negotiation Update: United Medical Center

DCNA and UMC will begin arbitration in November over the following articles: Preamble, Joint Committees and Councils, Hours and Work/Scheduling, Premium Pay, Wages, Retirement Plan and Term of Agreement. Both parties attended mediation sessions on August 24 and 26. Once again, management made clear its total disregard for the work performed by nurses at UMC by refusing to engage in bargaining over wages. DCNA did, however, produce some results in bargaining. Currently, management has the right to cut health care benefits of RNs during the life of the contract. DCNA and UMC executed an agreement to maintain the current benefits received by nurses for the duration of the new agreement. This will thus prohibit UMC from implementing future decreases in benefits for health, dental, vision, life and accidental death, long term or short term disability insurance. In addition, management sought in contract negotiations to eliminate an employee's right to grieve or arbitrate verbal or written warnings. Losing this right would severely hamper the employee and DCNA's bargaining leverage with management. UMC withdrew this proposal at mediation. In addition, DCNA was able to secure an agreement to purge discipline from the official personnel files (verbal and written warnings remain for 1 year; suspension for 2 years). Finally, except in cases involving serious or gross misconduct, UMC must now provide the employee with a meeting in advance of the issuance of discipline. Despite these agreements, there exist major obstacles on the road to completing a collective bargaining agreement. We must find ways to pressure UMC and the District into negotiating over wages and other compensation issues. One way is for nurses to sign a Petition to be presented to the Office of the Mayor and the new CEO at UMC. If you have yet to sign the petition, please contact Edward Smith (esmith@dcna.org) or Walakewon Blegay (wblegay@dcna.org) to do so.

DCNA/Children's Hospital Settle Longstanding Night Shift Differential Pay Case

For several years, due to errors in the payroll system (Kronos), numerous RNs have not been paid appropriate night shift differential when staying over into the day shift. DCNA explained the issue to management and the Kronos pay system has been corrected to ensure that the proper shift differential is paid. All night shift differential payments are now accurate, beginning on the first pay period of January 2016.

DCNA/CNHS Chair Sandy Falwell, DCNA President, LaKisha Little and DCNA Executive Director, Ed Smith met with management in early September and proposed settlement terms insuring that management would pay employees for approximately 500 instances in which payment was not made for RNs who stayed beyond their regularly scheduled night shifts. Employees will have the opportunity to review the pay calculations and challenge the amount if they believe it is inaccurate. DCNA first brought this issue forward to management in February 2016 and the matter was reported in the April 2016 edition of the DCNA Newsletter.

Labor Law Corner:

What is an Unfair Labor Practice (ULP)?

An Unfair Labor Practice (ULP) occurs when management discriminates against you because of your union activity. Management is prohibited by local and federal laws from disciplining an employee for union activity or addressing working conditions. For example, employee A complains about the discontinuance of self-scheduling for everyone in the unit to the unit supervisor, and suddenly employee A receives a disciplinary action for a common practice throughout the facility. We can make an inference that employee A was disciplined because employee A approached the unit supervisor regarding the self-scheduling. In this case, DCNA would file a complaint with the DC Public Employee Relations Board if employee A was a DC government employee or with the National Labor Relations Board if employee A worked at a privately owned facility. However, the deadline for filing this complaint with either agency is 4 to 6 months after the disciplinary action; the complaint will be dismissed if DCNA files the complaint after this deadline. If you suspect that management disciplined you or took any actions against you because of your union activity or addressing working condition issues, please contact Staff Attorney Walakewon Blegay immediately at wblegay@dcna.org.

DCNA Elections

It is time for DCNA 2016 Election! The following positions are vacant: President, Secretary, 6 Board of Directors At-Large positions, 3 Economic and General Welfare Cabinet At-Large positions, 4 Metropolitan Washington AFL-CIO Delegates positions and 3 Nominations Committee positions. The term of office for these positions is from January 1, 2017 – December 31, 2018.

All Nomination Forms must be submitted to the DCNA office either postmarked to DCNA, 5100 Wisconsin Avenue, NW, Suite 306, Washington DC 20016 or faxed to (202) 362-8285 by **Tuesday, October 18, 2016**. After receipt of the Nomination Forms, the Slate of Candidates will be mailed to you. Official ballots for voting will be available at the November 17th Annual Membership Meeting. An eligible member can request an absentee ballot. An Absentee Ballot is only for those who are unable to attend the Annual Meeting. The absentee ballot must be returned to the DCNA Office via mail and be postmarked on or before **Thursday, November 17, 2016**. NOTE: Your name must appear on the return envelope.

Election results will be announced in early December via email, regular mail and will be posted on our website. Elected officials must attend an orientation session that will be hosted by DCNA. Detailed information will be made available in January 2017. If you have any questions, please feel free to contact Vickie Spence via email at Vspence@dcna.org or phone at 202-244-2705.

Upcoming Events:

DCNA Board of Directors and E&GW Cabinet Meeting, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, Tuesday, October 11th, 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.

National Kidney Foundation Education Symposium, October 29, 2016, 8:00am – 12:30pm, Inova Center for Personalized Health Conference Center (3225 Gallows Road; Fairfax, VA). This event is for all primary health care providers. Each participant will earn 3.0 ANCC credits. Breakfast will be served. Parking is free. The cost is \$25 per person and the responsibility of each attendee. To register, please visit: <http://education.kidney.org/CKDi4-1607-DC>. All questions should be directed to Ken Balla via email at Kenneth.balla@kidney.org or via phone at 202-244-7900 ext. 701.

DCNA Annual Membership Meeting, Camelot by Martin's, 13901 Central Avenue, Upper Marlboro, MD 20774, Thursday, November 17th commencing at 6:30 pm. Dinner will be served and there will be a silent auction and music. If you wish to attend, please contact Ms. Vickie Spence at vspence@dcna.org.

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.

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