

DCNA Together – Making a Difference in DC

August 2022



Negotiations Update

District of Columbia Government

On July 11, 2022, the DC Council approved the Collective Bargaining Agreements (CBA) for the Compensation 13 and Department of Behavioral Health. On August 25th, all parties have signed the CBAs and both contracts are being prepared for printing. The District is currently processing the retro pay for FY2021 to FY2022. The FY2023 raises are expected to be implemented in October. The raises in the CBAs are the following: **Raises** - FY 2021 – 3.5% wage increase; FY 2022 – 3.5% bonus payment; FY 2023 – 2.5% wage increase; FY 2024 – 3% wage increase. **Retention Bonuses** - \$500 Bonus for all active employees on payroll during FY 2022 through September 30, 2022 - which will be paid by March 31, 2023 (the end of the second quarter in FY 2023); \$1,000 Bonus - for all active employees on payroll during FY 2023 through September 30, 2023 - which will be paid by March 31, 2024 (the end of the second quarter in FY 2024); \$1500 Bonus - for all active employees on payroll during FY 2024 through September 30, 2024 - which will be paid by March 31, 2025 (the end of the second quarter in FY 2025).

United Medical Center – Shift Differentials & Retention Bonus

On July 15, 2022, DCNA filed a grievance for the failure of UMC to pay weekend shift differential payments to nurses from January 2021 until present and requested information. In response to the grievance, UMC paid out \$126,104.44 of backpay to nurses. DCNA has requested UMC to obtain calculations for each affected employee to ensure the accuracy of the payments.

On August 4th, UMC sent DCNA a proposal for retention bonuses for nurses which includes a proposal for a bonus payment of \$1500 every quarter starting in September which will be paid at the end of every quarter. The bonus has requirements including no progressive discipline or call outs. DCNA and UMC met to negotiate on the Retention Bonus on August 11th. The parties remain in negotiations and will hopefully conclude in the near future.

Don't Forget our Members Who Need Help

Did you know that DCNA has a fund specifically set up to help members in need of financial assistance? For well over twenty years, DCNA has provided assistance to nurses and licensed health care workers who have struggled financially. We ask that you help keep this fund maintained. To donate, please contact Ms. Veronica Burnett at vburnett@dcna.org.

DCNA Nurse Staffing Survey



In a report issued today, the District of Columbia Nurses Association (DCNA) released results of its Nurse Staffing Survey, with findings that nearly 80% of nurses working in hospitals and facilities in the District of Columbia said that they are experiencing staffing shortages more than once per week. There was almost unanimous consensus that staffing shortages are a major issue at the nurses' workplaces (95.3%). This report will be on the DCNA website the week of September 6th and will be sent to all members via email.

DCNA's Executive Director, Edward J. Smith, remarked that "these results do not surprise us; we have seen similar reports from nurses across the United States and we recently were forced to conduct a strike in DC with nurse staffing as a major issue in that contract fight. Employers are not going to make the necessary changes to address the nurse staffing crisis. We need the community and our elected leaders to stand up and support DCNA in our fight to increase staffing so we can save lives and provide the proper care our patients deserve."

Assignment Despite Objection

Assignment Despite Objection serves to report workplace conditions that jeopardize your practice. It gives documentation and validity to your concerns. Filing this form serves notice to nursing supervisor responsible for the assignment that conditions of work are being questioned.

Reporting and acknowledging staffing disparities has taken on much more importance. There are many factors operating within the workplace creating a dangerous imbalance in staffing patterns.

- Decreased use of paraprofessional and assistive personnel.
- No definitive ratios or staffing patterns looking at acuity
- Lack of professional support from nursing administration.

This is a call to ask all members to file ADO forms when you have issues with your assignment to protect your practice and license. Each bargaining unit has contract language for dealing with this process with management. The DCNA works with management in Labor Management and Nurse Practice Committees to report these issues and then begin creating solutions. They will also be used to support legislation on creating models for nurse patient ratios in all levels of clinical practice. The forms are available on the DCNA website (www.dcna.org).

The Value of a Union

The latest Gallup survey finds that 71% of people in the US support union organizing. As you are aware, labor is winning elections all over the United States, including at Starbucks, Amazon, REI and others. This is the time to fight and organize – we are stronger when we organize.

Do you know any nurses or other licensed health care professionals in the DMV that are not represented by a union? If so, give them a shout and see if they are interested in joining DCNA. They can contact Tom Raymond, DCNA Organizer, at thomasraymond844@gmail.com.

Upcoming Events

DCNA Board and Cabinet Meetings, Tuesday, September 20, 2022, 5:30pm, via Zoom and in person.

These meetings are open to all members. Should you wish to join the meeting, please contact Ms. Vickie Spence (vspence@dcna.org), no later than September 14th to confirm attendance.

DCNA Annual Meeting and Elections

DCNA has scheduled our Annual meeting for December 8, 2022. We plan to have the meeting in person at Martin's Crosswinds and will have a continuing education program. Elections will be conducted on-line. **Please make sure you update your contact information. Send DCNA your personal email and your home address to ensure you receive election information and a ballot. Send your contact information to Ms. Veronica Burnett at vburnett@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.

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