

DCNA Together – Making a Difference in DC

May 2022



Negotiations Updates

Howard University and DCNA Agree on New Contract Covering Licensed Health Care Professionals

HU/HUH and the DC Nurses Association reached an agreement that advances patient care and demonstrates the commitment to all nurses, dietitians, pharmacists and social workers to alleviate the staffing crisis.



DCNA and HU/HUH also reached agreement to insure that senior health care professionals will not endure cuts in their overall compensation, thus maintaining continuity of patient care and a recognition of the importance of having experienced health care professionals to continue to care for all patients in our community.

This agreement was reached after a lengthy and contentious 9 month battle in which DCNA took a variety of concerted actions, including petitions demanding that management negotiate a fair contract, an informational picket in January demanding solutions to the staffing crisis and a strike in April. Labor unions, including the Metro Washington Labor Council, community organizations, clergy and HU students supported DCNA's efforts to secure a fair contract.

Edward Smith, Executive Director, DCNA said:

“It was only through the efforts and collective action of our members, with support from the community, that we were able to achieve agreement on a fair and equitable contract that recognizes our hard working healthcare professionals and their commitment to caring for patients who come to HUH for care. I am profoundly proud of our members who have stood strong in solidarity.



District of Columbia Government

We are in agreement. The District of Columbia and DCNA has agreed to the following raises for the nurses under the Department of Behavioral Health and Compensation 13: FY 2021 – 3.5% wage increase; FY 2022 – 3.5% bonus payment; FY 2023 – 2.5% wage increase; FY 2024 – 3% wage increase; \$500 bonus - for all active employees in Compensation 13 unit 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 in Compensation 13 unit 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; and \$1500 bonus - for all active employees in Compensation 13 unit 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.

Congratulations to our negotiations team for patience in a painful negotiations process which has now ended well. We are moving forward with signing the agreement and sending the agreement to the DC Council.

United Medical Center

Nurses recently received backpay on May 1st after UMC initially refused to pay the FY22 raises outlined in the Collective Bargaining Agreement (CBA) until the budget is balanced. Staff Attorney Wala Blegay and Unit President Roberta LeNoir spoke at the UMC Budget hearings in April regarding the lack of pay raises and failure of UMC to adhere to the CBA. This is the FY2022 raises which was supposed to be implemented on October 2021 (3% - benefited; 2.75% non-benefitted). Initially, we filed a grievance and the issue was pending before an arbitrator. However, UMC still maintains its position that former employees are not entitled to backpay according to the CBA. DCNA has filed grievances on both issues and is waiting for the arbitrations to be scheduled.

Nurses Week – Top Golf



We had a wonderful time celebrating Nurses' Week at Top Golf at National Harbor on May 14th. Our hard working nurses showed off their golfing skills and enjoyed a great buffet. This was our first time at Top Golf and the members had a blast.



Become Involved with DCNA

Interested in being more active with DCNA? We are looking for members to join various committees, volunteering for the upcoming Children's Contract Campaign, helping with our legislative priorities (safe staffing, workplace violence, nurses in every school), joining staffing committees and becoming a shop steward. Please email Ed Smith at esmith@dcna.org to sign up.

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 1220 12th Street, SE, Suite G10, Washington, DC 20003. Telephone – (202) 244-2705