



National Nurses
Organizing
Committee



National
Nurses
United

• JULY 2017 •

NNU AT MWHC NEWS



MWHC RNs join Leadership Workshop on June 14, 2017.

CHIEF STEWARD UPDATE

Our Shop Steward Committee has been active in recent months — representing nurses, leading actions on the units, answering questions and filing grievances. We held a leadership workshop on June 14 with other RNs from across the region to discuss how to build a strong advocacy movement for patients and nurses.

We are always looking for more nurses to participate as they are able: passing out flyers, joining our Professional

Practice Committee (see below), taking action on climate justice, helping to advance our nurse-to-patient ratio bill, becoming a Shop Steward, and more. Our union is as strong as is the participation by nurses — contact me to get involved or ask questions. I look forward to hearing from you.

Stephanie Sims, RN, Chief Shop Steward,
NICU, ssims4854@gmail.com

THE PPC NEEDS NURSES LIKE YOU!

The Professional Practice Committee (PPC) meets twice monthly to evaluate concerns and formulate solutions for nurses to provide safe care and uphold their professional nursing standards at MWHC. The members of the committee meet on paid time per our union contract. We need nurses from the following areas to serve as representatives on our committee: Med/Surg, Cardiology, ICU, OR, Women and Infant Services, and ED/Clinics. All nurses, from new grads to veterans, are encouraged to express their interest to: MWHCppc@gmail.com.

WAGE INCREASE IN JUNE!

Good news! Thanks to the hard work and persistence of nurses in our strike and campaign in 2014, we have seen two wage increases per year. The second annual across-the-board (ATB) wage increase of our contract is now in effect. You will see a wage increase on the paychecks on June 30, 2017. Because of our strike, we have been

able to move our wage scale forward in 2016, 2017, and 2018. We won these advances through collective action — when we stand together we achieve great things. Please take a moment to look at your paycheck and contact a Shop Steward or Labor Representative if you have any questions about your compensation.

NNOC/NNU: The National Voice for Direct-Care RNs



NNU RNs rally at the U.S. Senate demanding nurse-to-patient ratios, May 2017.

HOLY CROSS HOSPITAL NURSES

As you may have heard, the RNs at Holy Cross Hospital in Silver Spring are organizing to improve patient safety and for a contract to improve working conditions. They recently won a big victory with the reversal of an unjust termination and the payment of over \$14,000 in full back pay to nurse Edith Saffa.

These brave nurses are facing intimidation from management. HCH has hired multiple “union-busting consultants” directing hundreds of thousands of dollars from patient care into scaring RNs away from unionizing.

Many of us have a relationship with HCH, either through a friend or a colleague who works there. It is in the interest of all MWHC RNs to have HCH RNs organize a union. The more organized facilities in the area, the more leverage we have. We have the same goals as these RNs. We want safe staffing and respect on the job. We want to push for ratios in DC and beyond.

Do you know anyone who knows anyone at HCH? Please get in touch ASAP. The HCH RNs are at a critical point in their campaign, and we need to connect with as many RNs as we can so they can push on to victory.

FACEBOOK GROUP

Did you know that nurses at MWHC have their own private Facebook group? You can join — just make a request via Facebook to the group: “**National Nurses United at MedStar Washington Hospital Center.**” This private group is a safe space to post questions and discuss workplace issues. **Join now!**

MWHC FINANCES

More good news: MWHC is doing just fine financially. All publically available data shows our hospital in strong financial shape. Here is a summary of the profits and pay for the president of the hospital:

Fiscal Year	Profit/Margin	Compensation for President
FY ending 6/30/11	-\$488,000	\$574,837
FY ending 6/30/12	\$32 million	\$972,736
FY ending 6/30/13	\$44 million	\$1,061,263
FY ending 6/30/14	\$22.8 million	\$1,269,426
FY ending 6/30/15	\$38 million	\$1,355,869
FY ending 6/30/16	\$47.9 million	\$1,717,605

All of this is information available to the public – the form 990 filed with the IRS. So next time management claims that there are “budget problems”, ask them to show you the data.

GOOD NEWS AT CHILDREN’S HOSPITAL

Congratulations to our fellow NNU-affiliated RNs at Children’s National Medical Center. Nurses were able to successfully negotiate a three-year union contract, that among other gains raises the new grad rate to \$29/hour. Congratulations DCNA!

PHOTO SAFETY CONCERNS

Management recently announced that photos of individual RNs will be posted in patient care rooms, starting in the ICUs. Nurses are concerned about the potential safety implications of photos being used inappropriately: to stalk or otherwise harass nurses. Petitions have been started to resist this newly announced plan. Contact your Shop Steward to get more information.

LOCAL RNS GATHER

Each month, RNs from area hospitals meet to discuss topics of importance: our ratio bill, community actions, solidarity, climate justice, etc. This gathering, called a Metro RN Committee, is the DC version of a program we are carrying out across the country. The meeting is open to all interested staff RNs — please join us at the next meetings: Wednesday July 12, 9:00 am and Wednesday August 2, 8:30 am. Contact Stephen Frum (cell: 202-494-8083) for meeting locations.



DC RNs rally demanding Climate Justice, June 1, 2017.

CE EVENT IN NOVEMBER

Early notice: our next free continuing education event is Tuesday, November 28, 2017. “Nursing in a New Era: Learning and Applying Structural Competency” will explore why people in the U.S. are among the sickest in the industrialized world, how the investment of tens of billions of dollars in healthcare technology affects patients and the nursing profession, and other topics.

Parking, breakfast, and lunch are all free. The class starts at 9:00 am and runs until 4:00 pm. Six CE credits. The location is Silver Spring Maryland. For more information and to register:

www.nationalnursesunited.org/ce

DISPLACEMENT ON 5D/F

In early June MWHC Human Resources informed nurses that unit 5F would be closing, resulting in the loss of 15 RN positions. They also announced that 12 med/surg beds at MWHC will be closed. Nurses had questions. We asked management why this choice to close beds, what financial reasons informed the choice, what is the plan to deal with fewer med/surg and postpartum beds, what other options were considered, etc. Management refused to answer our questions. Fortunately,

thanks to the process negotiated in our union contract, the displacements were reduced. Ultimately four RNs went through involuntary displacement and all were able to find positions in Women/Infants Services. Unfortunately seven RNs resigned from the hospital, adding further to the vacancies. Currently 400 RNs leave MWHC every year and we have 295 unfilled positions. We believe better staffing and a wage increase would reduce turnover.