


COUNCIL OF THE DISTRICT OF COLUMBIA
COMMITTEE ON LABOR AND WORKFORCE DEVELOPMENT
ELISSA SILVERMAN, CHAIRPERSON
1350 Pennsylvania Avenue, NW, Washington, D.C. 20004

To: Chairman Phil Mendelson
From: Councilmember Elissa Silverman 
Date: June 23, 2022
Subject> Request to Agendize Measures for the June 28, 2022, Legislative Meeting

I respectfully request the following four emergency measures be placed on the agenda for the June 28, 2022, Legislative Meeting:

Emergency Legislation at the request of the Executive

At the request of the Mayor:

- **Compensation Agreement between the District of Columbia Government Department of Behavioral Health and the Committee of Interns and Residents/Service Employees International Union, CTW, CLC (CIR/SEIU) Emergency Declaration Resolution of 2022**
- **Compensation Agreement between the District of Columbia Government Department of Behavioral Health and the Committee of Interns and Residents, Service Employees International Union, CTW, CLC Emergency Approval Resolution of 2022**

These measures would approve the collective bargaining agreement (CBA) between the Department of Behavioral Health and the Committee of Interns and Residents/Service Employees International Union, a unit of 38 staff including psychiatric residents, dental residents, and a forensic fellow. The CBA covers FY2021-2023 and provides for employees in the Committee to receive a wage increase in the amount of 3.5% for fiscal years 2021 through 2023. Residents graduating in June 2022 are eligible for the FY 2021 and FY 2022 pay increases retroactively. The agreement also provides that the District will reimburse members' education and training costs for up to \$500 per year, and up to \$1,000 per year for books and educational materials. And, during their first year, the District will provide to residents a one-time payment of \$2,000 upon beginning work and to be paid retroactive to July 1, 2021. The Executive would like the supplemental payment to be available for the incoming June program year class, and thus request the measures be moved on an emergency basis.

At the request of the University of the District of Columbia

- **University of the District of Columbia UDCFA/NEA and SEIU Local 500, CtW Fiscal Year 2022 Compensation Changes Emergency Declaration Resolution of 2022**
- **University of the District of Columbia UDCFA/NEA and SEIU Local 500, CtW Fiscal Year 2022 Compensation Changes Emergency Approval Resolution of 2022**

These measures will approve funds for raises that were pre-authorized by negotiated collective bargaining agreements—which have already been approved by Council—but the raises were conditioned on Council approval. The measures provide a three percent (3%) cost-of-living adjustment (COLA) for UDC's full-time continuing faculty, who are represented by the UDC

Faculty Association (UDCFA)/National Education Association (NEA), as well as a one-time lump sum (not to exceed \$500,000) to UDCFA/NEA members who are employed at the time of payment and who were employed in all or any portion of Fiscal Years 2016, 2017, 2018, and 2019. Additionally, these measures also include a 3% COLA for its adjunct faculty, who are represented by the Service Employees International Union (SEIU) Local 500, CtW. Both the COLAs are retroactive back to October 1, 2021.

Because the funding UDC has identified for these COLAs and the bonus are part of its Fiscal Year (FY) 2022 budget and because it will take the University 10-12 weeks to process the COLAs – both the retroactive piece and the continuing increased pay – as well as the one-time bonus, the University is requesting that these measures be moved on emergency. If the COLAs were to go through the usual 30-day process, they would not be deemed approved until almost the end of July. UDC's faculty have been stalwart and steadfast in their dedication to UDC's students throughout the pandemic and deserve to be rewarded as soon as possible with this modest increase to their salaries. Moreover, the COLAs for both sets of faculties covers terms that they have already taught but for which they have not yet received the increased pay they were promised since the COLAs cannot be effectuated until approved by the Council. For all of these reasons, an immediate need exists for these measures to be moved as emergencies.

Drafts of the measures are attached and the Executive has filed them with the Secretary's office. If you have any questions regarding these measures, please contact Liz Weiss at 202-727-1974 or lweiss@dccouncil.us.

cc: Members, Council of the District of Columbia
Office of the Secretary
Office of the General Counsel