

A RESOLUTION

23-375

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

March 3, 2020

To declare the existence of an emergency with respect to the need to approve the negotiated compensation agreement submitted by the Mayor for employees employed by the Department of Behavioral Health, who are represented by the Psychologists Union of the Department of Behavioral Health, Metropolitan District 1199DC, National Union of Hospital and Healthcare Employees, American Federation of State, County and Municipal Employees, AFL-CIO Chapter 3758.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the “Compensation Agreement between the Department of Behavioral Health and the Psychologists Union of the Department of Behavioral Health, Metropolitan District 1199DC, National Union of Hospital and Healthcare Employees, American Federation of State, County and Municipal Employees, AFL-CIO, Chapter 3758 Emergency Declaration Resolution of 2020”.

Sec. 2. (a) There exists an immediate need to approve the negotiated compensation agreement submitted by the Mayor for employees of the Department of Behavioral Health (“DBH”), who are represented by the Psychologists Union of the Department of Behavioral Health, Metropolitan District 1199DC, National Union of Hospital and Healthcare Employees, American Federation of State, County and Municipal Employees, AFL-CIO Chapter 3758 (“NUHHCE 1199DC”).

(b) The District of Columbia negotiated a compensation agreement (“negotiated agreement”) for certain DBH employees represented by NUHHCE 1199DC that requires compensation increases over a period of 3 years.

(c) The negotiated agreement provides for a retroactive 3% wage increase for Fiscal Year 2018, effective beginning the first full pay period commencing on or after October 1, 2017. The negotiated agreement also provides for a retroactive 2% wage increase for Fiscal Year 2019 effective beginning the first full pay period commencing on or after October 1, 2018, and a 3% increase for Fiscal Year 2020, retroactive in part, effective beginning the first full pay period commencing on or after October 1, 2019.

(d) The negotiated agreement significantly increases compensation for DBH employees, including clinical psychologists. DBH values a positive work environment and opportunities for

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professional growth for their clinical psychologists. The negotiated agreement will enhance DBH's strong system of support by providing employees represented by NUHHCE 1199DC with additional professional compensation and benefits.

(e) Council approval is necessary because the failure to immediately effectuate the terms of the negotiated agreement may result in undermining the confidence of union members in the District of Columbia government and its leadership and may jeopardize the future relationship between labor and management in the District of Columbia.

Sec. 3. The Council of the District of Columbia determines that the circumstances enumerated in section 2 constitute emergency circumstances making it necessary that the Compensation Agreement between Department of Behavioral Health and the Psychologists Union of the Department of Behavioral Health, Metropolitan District 1199DC, National Union of Hospital and Healthcare Employees, American Federation of State, County and Municipal Employees, AFL-CIO Chapter 3758 Emergency Approval Resolution of 2020 be adopted on an emergency basis.

Sec. 4. This resolution shall take effect immediately.