

**COMPENSATION
COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN
DISTRICT OF COLUMBIA GOVERNMENT
DEPARTMENT OF BEHAVIORAL HEALTH**

AND

**COMMITTEE OF INTERNS AND RESIDENTS/
SERVICE EMPLOYEES INTERNATIONAL UNION, CTW, CLC
(CIR/SEIU)**

**EFFECTIVE
October 1, 2016 through September 30, 2019**

**ARTICLE I
PAY**

SECTION A — PAY INCREASES

Fiscal Year 2017

Effective the first day of the first full pay period beginning on or after October 1, 2016, the FY 2016 salary schedules of employees employed by the Government of the District of Columbia Department of Behavioral Health and represented by the Committee of Interns and Residents/Service Employees International Union, CTW, CLC, as certified by PERB shall be adjusted by 3%.

Fiscal Year 2018

Effective the first full pay period on or after October 1, 2017, bargaining unit employees actively on the payroll shall receive the following:

PGY I, PGY II, PGY III, PGY IV, and PGY V shall receive a 2% increase in base pay.

Fiscal Year 2019

Effective the first full pay period on or after October 1, 2018, bargaining unit employees actively on the payroll shall receive the following:

PGY I, PGY II, PGY III, PGY IV, and PGY V shall receive a 2% increase in base pay.

SECTION B — ON-CALL ALLOWANCE

1. PGY I and II shall receive an annual on-call allowance of \$1000. PGY III, PGY IV, and Dental Residents will receive an on-call allowance of \$500 on or after the first full pay period of each fiscal year.
2. During evening and/or overnight on-call, management will provide House Staff Officers assigned to St. Elizabeth's campus or CPEP with access to a refrigerator, microwave, and access to vending machines if available. House staff Officers assigned for evening, weekend and/or overnight call at St. Elizabeth's will have meals, water and juices provided to them from the kitchen in the on-call room.

SECTION C — CREDIT FOR PRIOR EXPERIENCE

Bargaining unit employees shall be provided credit for prior accredited experience when determining their appropriate pay level. The credit shall be equivalent to the pay level of a PGY II. No bargaining unit employee shall be placed at a level higher than a PGY VI level.

SECTION D — CHIEF RESIDENT DIFFERENTIAL (CRD)

1. Bargaining unit employees appointed to act as Chief Resident shall be compensated at a pay level one step higher than their regularly scheduled base rate of pay.
2. The Chief Resident differential shall be pro-rated for employees serving as Chief Resident for less than a full year.
3. The differential shall be in addition to basic pay and shall not constitute an increase in basic pay nor shall it be construed to constitute any portion of basic pay for any purpose.
4. The Chief Resident differential shall be provided on a pay period basis.
5. The number of Chief Residents, assignments to the position of Chief Resident, and removal of employees from the position of Chief Resident is a Program Director's decision and shall not be subject to the negotiated grievance procedure or any other administrative mechanism, except that the removal of a Chief Resident may be appealed up to the appropriate Associate Director.

SECTION E — SELECTION OF CHIEF RESIDENTS

The Department of Psychiatry intends to select Chief Residents on or before May 15 of each year. The Program director of the Department shall solicit resident preferences for Chief Resident two weeks prior to the date of selection.

SECTION F — EDUCATION AND TRAINING ALLOWANCE

Provided all criteria listed in Part 2, Article VII, Section 5(B) are met, the Employer will reimburse employees for costs expended for education and training, up to a maximum of \$300 per residency program year. If the employee presents materials at a professional conference, the employee may be reimbursed up to a maximum of \$1,850 per residency program year. No more than six (6) presenters will be eligible for reimbursement in any given resident program year. When grant funding is available, the Employer may exceed the limit of six (6) presenters and reimburse more than six (6) presenters for reimbursement up to a maximum of \$1,850 per residency program year. The funding and reimbursements through grant funding will be based on availability and Program Director discretion. In addition, employees shall receive \$500 per residency program year for books and educational materials.

ARTICLE II TRAVEL AND PARKING

The Employer shall reimburse each bargaining unit employee approved for travel and parking consistent with DMH policy. The rate shall be the approved Federal Government rate.

**ARTICLE III
UNIFORMS**

The Employer shall provide adequate scrubs and fluid resistant lab jackets to the House Staff.

**ARTICLE IV
LEAVE TIME ACCRUAL**

Employees shall accrue and be eligible to utilize annual and sick leave in accordance with applicable DMH personnel rules and regulations. Reimbursement or credit for unused leave shall be in accordance with applicable DMH rules and regulations.

**ARTICLE V
DURATION OF AGREEMENT**

This Agreement shall be effective as of October 1, 2016 and shall remain in full force and effect until September 30, 2019. All Fiscal terms and conditions contained in this contract shall become effective as of October 1, 2016, unless otherwise stated in individual Contract articles. It shall be automatically renewed from year to year thereafter unless either party serves a written demand to bargain upon the other party during the period 120 days to 90 days prior to the first day of the fiscal year, for purposes of negotiating a compensation agreement for the subsequent fiscal year. In the event that such notice is given, this Agreement shall remain in full force and effect during the period of any negotiations.

IN WITNESS WHEREOF, the undersigned duly authorized parties have affixed their signatures this 31st day of March, 2017.

FOR THE DISTRICT OF COLUMBIA

FOR THE UNION



Lionel Sims, Director

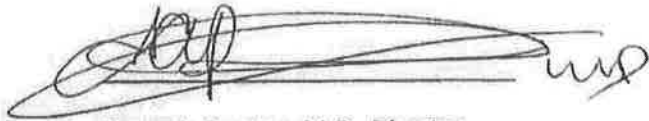
Office of Labor Relations

And Collective Bargaining



Eric Scherzer, Executive Director

Committee of Interns and Residents



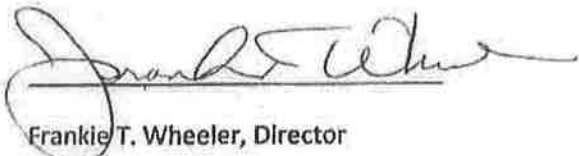
Tanya A. Royster, M.D., Director

Department of Behavioral Health

Cristina M. Secorea

CIR Bargaining Committee Member

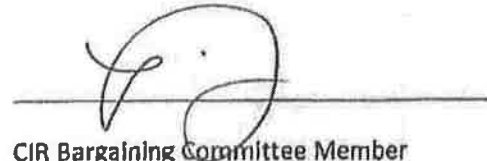
CRISTINA SECOREA, MD



Frankie T. Wheeler, Director

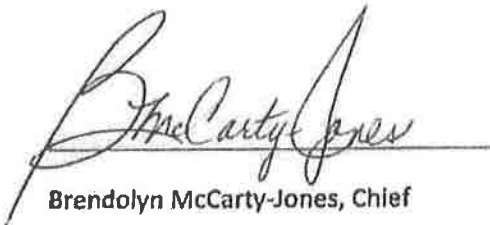
Department of Behavioral Health

Human Resources



CIR Bargaining Committee Member

Lauren M. Pengrin D.O.



Brendolyn McCarty-Jones, Chief

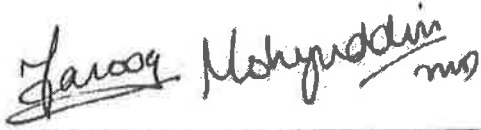
Labor and Employee Relations



CIR Bargaining Committee Member

NAUMOON S MANN

Department of Behavioral Health



Farooq Mohyuddin, M.D., Director

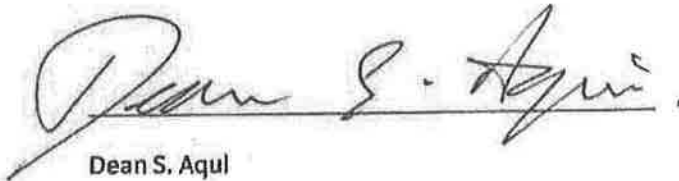
Interns and Residents Program

Department of Behavioral Health



Debra Allen-Williams, Human Resources

Department of Behavioral Health



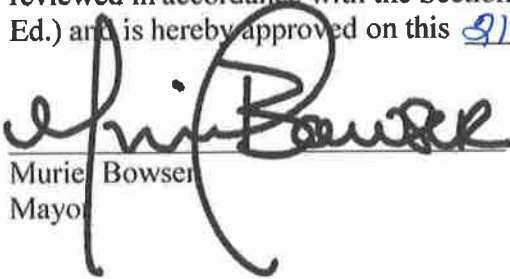
Dean S. Aqul

Supervisory Attorney Advisor

Office of Labor Relations and Collective Bargaining

APPROVAL

This collective bargaining agreement between the District of Columbia Department of Mental Health and Committee of Interns and Residents/SEIU, dated 31st of March, 2017 has been reviewed in accordance with the Section 1-617.17 of the District of Columbia Official Code (2001 Ed.) and is hereby approved on this 21st day of November, 2017.



Murie Bowser
Mayor



District of Columbia Government Salary Schedule: COMMITTEE OF INTERNS AND RESIDENTS UNION TABLE

DEPARTMENT OF BEHAVIORAL HEALTH

Fiscal Year: 2017 **Occupational Group(s):** *Committee Of Interns and Residents*

Effective Date: October 2, 2016

Union/Nonunion: Union

Service Codes:
CBU Code: SEJ
Job Series: 0602, 0680
Dental Residents
Medical Officer Psychs
Medical Officer Psych Residents

Pay Plan Schedule:

Peoplesoft Salary Plan: DS

Schedule ID: 0035

% Increase: 3.0%

Resolution Number:

Date of Resolution:

	FY2017
PG I	\$52,168
PG II	\$56,522
PG III	\$58,934
PG IV	\$62,685
PG V	\$67,724



District of Columbia Government Salary Schedule: COMMITTEE OF INTERNS AND RESIDENTS UNION TABLE

DEPARTMENT OF BEHAVIORAL HEALTH

Fiscal Year: 2018 Occupational Group(s): Committee Of Interns and Residents

Effective Date: October 1, 2017

Union/Nonunion: Union

Service Codes:
 CBU Code: SEJ
 Job Series: 0602, 0680

Pay Plan Schedule: Dental Residents
 Peoplesoft Salary Plan: DS Medical Officer Psychs
 Schedule ID: 0035 Medical Officer Psych Residents

% Increase: 2.0%

Resolution Number:

Date of Resolution:

	FY2018
PG I	\$53,211
PG II	\$57,652
PG III	\$60,113
PG IV	\$63,939
PG V	\$69,078



District of Columbia Government Salary Schedule: COMMITTEE OF INTERNS AND RESIDENTS UNION TABLE

DEPARTMENT OF BEHAVIORAL HEALTH

Fiscal Year: 2019 Effective Date: October 14, 2018 Occupational Group(s): *Committee Of Interns and Residents*

Union/Nonunion: Union Service Codes:
 Pay Plan Schedule: CBU Code: SEJ
 Peoplesoft Salary Plan: DS Job Series: 0602, 0680
 Schedule ID: 0035 Dental Residents
 Medical Officer Psychs
 Medical Officer Psych Residents

% Increase: 2.0%

Resolution Number:

Date of Resolution:

	FY2019
PG I	\$54,275
PG II	\$58,805
PG III	\$61,315
PG IV	\$65,218
PG V	\$70,460