

DCNA Together – Making a Difference in DC

August 2025



Contract Negotiations

George Washington University Hospital

The parties met on August 12th and 13th and discussed a number of proposals, including Nurse Autonomy (delegation of duties and non-nursing duties), Scheduling and Personnel Files.

Summary of DCNA Professional Autonomy & Delegation proposal:

The Nurse has the autonomy to delegate aspects of care he or she determines appropriate within the Employee's scope of practice (Nurse Practice Act). Situations may occur where it may be necessary and reasonable to request nurses to perform tasks which are the primary responsibility of other ancillary employees. The Hospital will take reasonable and continuing efforts to minimize the need for nurses to perform non-nursing functions housekeeping, tray delivery, etc.). Management's reaction to the proposal was dismissive, making clear that it expects nurses to perform all tasks, including those primarily assigned to non-licensed care givers and appeared to not be concerned with easing the burdens placed on nurses to complete nursing duties.

When discussing DCNA's proposal establishing a weekend incentive program, top management's noticeable disdain for nurses came out: claiming that nurses would manipulate proposed scheduling options for their own gain, because "we see this all the time."

Further, management reiterated its total lack of desire to meeting in any formal setting to discuss any issues of concern to nurses.

Future bargaining sessions are scheduled every month from October - March.

Howard University Hospital

The parties resumed bargaining on August 22nd. Here is a comparison of the proposals:

DCNA proposed the following:

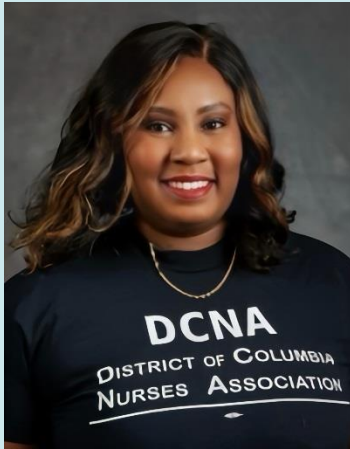
- Year 1 - Restore step increases (HUH previously agreed); Step increase for senior employees - \$ 1500; Base salary increase for all – 2.5%; Premium pay for RNs/Dietitians regularly assigned to: Emergency Dept., Wound Care, OR, L and D, Cardiac Cath, PACU, ICUs, IR, Oncology and Hemodialysis ; Increase Charge pay to \$ 5.00 per hour
- Year 2 - Step increase for senior employees - \$ 1500; Base salary increase for all – 3.5%
- Year 3 - Step increase for senior employees - \$ 2000; Base salary increase for all – 4%; Increase HUH retirement contribution to 5%; Adding Emancipation Day as paid Holiday; Members with 15+ years of service receive 2 days off; Increase Annual Leave carryover (160 hours for members with 15+ years of service; 120 for <15).

HUH proposed the following:

- Year 1 - Restore step increases; Bonus (no pay increase) for senior employees - \$ 1000; 0% base salary increase; \$ 4.50 per hour premium pay for RNs regularly assigned to the ED & OR; Step increase for employees in Steps 1-19.
- Year 2 - Base salary increase for all – 1.5%; Bonus (no pay increase) for senior employees - \$ 1000; \$ 4.50 per hour premium pay for RNs regularly assigned to the ED and OR; Step increase for employees in Steps 1-19
- Year 3 - Bonus (no pay increase) for senior employees - \$ 1000; Base salary increase for all – 2%; \$ 5 per hour premium pay for RNs regularly assigned to the ED and OR; Maintain HUH retirement contribution at 3%; Maintain Charge pay only for RNs at \$ 3.00 per hour; Rejecting adding Emancipation Day as paid Holiday; Rejecting members with 15+ years of service to receive 2 days off; Rejecting increase of Annual Leave carryover; Proposes to increase time and attendance occurrences: 2 – warning; 4 reprimand; 6 1 day suspension; 8 discharge.

The next bargaining session is scheduled for September 5th.

Metropolitan Chapter of CLUW Honors DCNA President, Nancy Boyd, With the Gloria T. Johnson Leadership Award



The Metropolitan Chapter of the Coalition of Labor Union Women has selected our very own Nancy Boyd, DCNA President, to receive the Gloria T. Johnson award for union leadership. Formed in 1974, the Coalition of Labor Union Women is America's only national organization for union women. The primary purpose of (CLUW) is to unify all union women in a strong organization to determine and seek remedies to common problems and concerns and to develop action programs within the framework of the labor movement. Congratulations to Nancy for receiving this prestigious award.

The Awards Reception will be held on Wednesday, September 24th, from 5:30-8:30pm at the International Brotherhood of Electrical Workers headquarters, located at 900 7th Street, NW. Tickets can be purchased at www.dccluw.org/awards.

If you have questions regarding your membership in DCNA or need to update your contact information, you can contact Ms. Veronica Burnett, Manager, Finance and Administration, at membership@dcna.org

DCNA Labor Relations/Shop Steward Training

DCNA will hold its next labor relations/shop steward training on Wednesday, October 15th. See Upcoming Events below. We held our last training in June and it was an interactive, fun and vibrant afternoon.

Upcoming Events

DCNA Board of Directors' and Economic & General Welfare Meeting, Tuesday, September 16, 2025, 5:30pm, in-person, 1220 12th Street, SE, Suite G10, Washington, DC 20003. This meeting is open to all members. Should you wish to join the meeting, please contact Ms. Vickie Spence (vspence@dcna.org), no later than September 9th to confirm attendance.



DCNA Labor Relations Training, Wednesday, October 15th, 1:00 – 5:00 pm, 1220 12th Street, SE, Suite G10, Washington, DC 20003. Seats are limited; register via email to esmith@dcna.org, no later than October 1st.

DCNA 2025 Elections. Notice was sent to members on August 27th. Nominations are due on October 3rd.



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