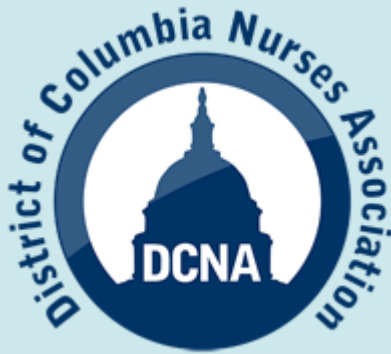


DCNA Together – Making a Difference in DC

July 2025



Contract Negotiations

George Washington University Hospital

DCNA and GWUH/UHS met on July 15 and 16 and are scheduled to resume bargaining on August 12 and 13. They discussed proposals relating to Non-Discrimination; however, because UHS rejected DCNA proposals to allow a DCNA representative to be in attendance when a nurse has a meeting regarding his/her/their complaint of harassment, DCNA did not agree to its proposal. Further, UHS refuses DCNA staff access to nurse breakrooms on units to examine bulletin boards and to distribute union related literature.

DCNA provided UHS with a proposal on Leave – *DCNA proposed to:*

- Increase the maximum amount of accrued leave in PTO bank by 40 hours Full-time, 20 hours Part-time.
- PTO cash out increase to 100%
- Posting of final schedules shall not preclude granting of PTO
- PTO may be granted up to 3 consecutive weeks and can be taken during Christmas and New Year week
- Major Holiday scheduling: RNs will have three groups to request leave by rotation, commencing with the senior nurse and rotating thereafter
- Requests for PTO normally at least 10 days prior and if supervisor does not respond within ten days the of request, the leave is approved

UHS proposed to maintain its current leave policy and advised that it will address compensation issues at future sessions. The parties reached agreement on definition of Seniority and procedures required in the event of a reduction in force or Lay Offs.

Howard University Hospital

DCNA and Howard University Hospital met on July 31st to continue bargaining over a successor collective bargaining agreement. DCNA leadership's resolve to reinstate the "frozen" step increase was successful – management agreed to reinstate the step increase as part of its initial compensation proposals. The parties, however, remain far apart on annual base salary increases and other compensation items. HUH proposed no pay increase for FY26 and only 1% increases for FY27 and FY28. The parties met again on August 6th to discuss noncompensation issues, including a desire to strengthen the Joint Nurse Staffing Committee, agreeing to include Counsel for HUH, the Chief Operating Officer, the Chief Nursing Officer, the Assistant Chief Nursing Officer and a nurse manager on the Committee. They are back to the bargaining table again on August 22nd.



Message from Deborah Thomas, RN, BSN, CDES, DCNA Nurse Consultant

The climate in nursing is now very unstable as are most things in our country. It is now imperative that you protect your practice and ethics in nursing. Every unit in DCNA is reporting changes to established practice. Understanding your rights and the DC Nurse Practice Act is imperative. Assignment Despite Objection is the identifiable process recognized by the DC Nurse Practice Act. It gives clarity and a documentation focus and carries legal weight. The DCNA has perfected this process, and we use this to collaborate with management, collect data, and provide quarterly updates for each unit. We have had a lot of success with this process especially now, because the environment is so caustic.

Protect your practice, document appropriately, make sure when you set priorities you clearly understand the guidelines as set forth by the Nurse Practice Act:

The practice of registered nursing means the performance of acts requiring substantial knowledge judgement and skills. The practice require observation, care planning, nurse diagnosing, delegation and a multitude of clinical task. This must be supported by an environment of care that is adequately staffed and provides diagnostic and therapeutic tools for the delivery of safe and deliberate services to our patients.

Practice with integrity and follow the dictates of the DC Nurse Practice Act.

File ADO when conditions of work are intolerable it provide legal protection and data to promote future changes.

NNU Statement Responding to VA Collective Bargaining Agreement Termination

(Excerpted from www.nationalnursesunited.org.)

President Trump continues waging class warfare against working people of America.

Today's announcement to terminate our union contract is an attack on those who dedicate their lives in the service of others.

This is just the latest salvo in the battle to break the spirit of working people in this country. But we will not be broken. We will continue to fight for and assert our constitutionally guaranteed collective bargaining rights and to speak freely against policies that hurt veterans and the public. That is our duty as nurses, and we will continue to be fierce advocates for our patients. This is in spite of Trump's administration unprecedented, outrageous, and irresponsible attacks.

NNU recognizes this effort to erase our collective bargaining agreements is a blatant attempt to bust our unions and to silence the nurses and workers who are standing on the frontlines to protect our country's fundamental institutions.

We know this administration is hellbent on silencing nurses and other VA workers to steamroll the destruction of the VA. This administration is marching toward the privatization of veteran care so they can move billions of taxpayer money out of the VA system, which is proven to provide excellent veteran-centric care, and into the coffers of private health care corporations run by billionaires.

This president has made it clear he has no respect for the Constitution, but we believe strongly that our right to join together to collectively bargain is constitutionally protected. It cannot be swept away through an overreach of an executive order based on spurious claims.

All Membership Information, including forms, change of address and any questions should be addressed to Ms. Veronica Burnett at vburnett@dcna.org or at (202) 244-2705.

Upcoming Events

DCNA Board of Directors' Meeting, Tuesday, August 19, 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 August 12th to confirm attendance.



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.