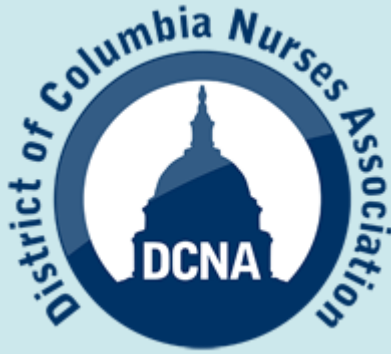


DCNA Together – Making a Difference in DC

March 2025



Moving Forward Together – A Message from Kenneth Page, DCNA Staff Attorney

UMC is scheduled to finally shutter their doors on April 15. Children's Hospital will no longer manage the contract for DC school nurse services. The DC Government has not engaged fairly by not timely agreeing to bargaining dates for both our Comp 13 and DBH units.



history.

The above coupled with pressure for the mayor and DC Council to drastically cut the city budget has unions facing another very difficult and sobering period on our movement's

At our best unions are most impactful when the membership moves in unison toward our goals of economic equity and good wages along with respect and divinity in our work environments. We can't wait and rely only on our elected leaders or staff. No, this challenging time requires all of us to try and do our part to navigate the uncertain times we face.

We know what works. We have seen the power of collective action at CSS during our most recent contract fight. We punched beyond our "weight" in winning the GW REPRESENTATIONAL ELECTION. On each instance we built strong local leadership, engaged deeply with the community and elected officials and had broad participation and action. From rank and file nurses.

As we try and secure a fair transition from CSS to the Department of Health for our school nurses, make certain our UMC family gets every dollar of severance owed them while demanding respect as they interview and work to get employment with Cedar Hill along with forcing the DC Government to the bargaining table for both Comp 13 and DBH, it is going to take all of us participating and moving together in action. DCNA has navigated challenging periods before and will do so again if we collectively move forward together in action.

GW University Hospital Retaliates Against RN Union Leaders

On March 18th, Universal Health Services, the owner and operator of the The George Washington University Hospital, fired Mr. Trevor Goss-Packard, a registered nurse in the ICU and one of the main DCNA union leaders, for assisting DCNA Organizer and another nurse, Elizabeth Grosh in gaining entry to an ICU unit for the purpose of placing union related literature in the nurse break room. Thirteen days later, UHS fired Ms. Grosh, a long-tenured nurse in the Preadmission Testing department and another main DCNA union leader, for entering into the ICU without authorization. The date this event occurred was January 27th. In addition, UHS issued Ms. Mary Kelley, another top nurse union leader, a final written warning because she used her badge to enter a unit for the sole purpose of delivering union literature to the breakroom. UHS did not investigate these matters until early March, only days after the parties commenced bargaining over a first contract.

DCNA has filed with the National Labor Relations Board unfair labor practice charges against UHS, alleging that the firings and discipline were taken in retaliation of Ms. Grosh, Mr. Goss-Packard and Ms. Kelley's actions in support of DCNA. A Board agent has already contacted DCNA to commence the investigation over these charges, as well as ULPS filed because the employer unilaterally changed work schedules that adversely affect nurses throughout the hospital.

Contract Negotiations

George Washington University Hospital

Nearly two years after DCNA filed the petition seeking an election at The George Washington University Hospital, covering over 750 registered nurses, on March 4 and 5, 2025, the parties finally came to the bargaining table to negotiate for a first contract. At the outset, the Employer proposed that DCNA waive rights "to issue unilateral press releases or unilaterally communicate with the media, or otherwise post information concerning bargaining sessions via social media." DCNA refused to waive these important rights.

The parties exchanged initial substantive contract proposals: Management - Preamble, Recognition, Non-Discrimination, Savings and Safe Harbor for Clinical Concerns; DCNA - Nondiscrimination and Harassment, Membership, Union Representatives, Successorship (same as Savings), Professional Issues Committee, Labor Management Conferences and Discipline and Discharge. The parties reached tentative agreements on the Preamble and Savings articles.

Finally, DCNA and the Employer agreed on four future bargaining dates: April 22 & 23 and May 13 & 14.

Howard University Hospital

DCNA/HUH leadership is actively recruiting members to take on leadership roles in preparation of negotiating a successor collective bargaining agreement. DCNA is also getting member input through contract surveys and discussions in the units. The current collective bargaining agreement expires on June 30, 2025. On April 3d, DCNA will sent the Employer its notice to commence bargaining.

Compensation Unit 13 (DC Government Agencies & Department of Behavioral Health

DCNA and the District have completed Groundrules for the upcoming compensation negotiations. Groundrules provide a procedural framework for the details of bargaining and provide for the resolution process of a bargaining impasse that may occur. The parties are working on scheduling dates for negotiations, beginning in May.

DCNA Holds Labor Relations Training



On March 19th, representatives from Children's Hospital, Howard University Hospital and DC Government joined DCNA Staff to learn about their roles as a union representative, including how to investigate grievances or complaints, being a representative in disciplinary investigations (also known as Weingarten meetings) and the duty to represent all employees fairly and without discrimination. The attendees role played at the end of the training, acting as the affected employee, the union representative, the supervisor and the HR representative. DCNA will be scheduling the next training session for June.

Upcoming Events

DCNA Board and Cabinet Meetings, Tuesday, April 15, 2025, 5:30pm, in-person, 1220 12th Street, SE, Suite G10, Washington, DC 20003. These meetings are open to all members. Should you wish to join the meeting, please contact Ms. Vickie Spence (vspence@dcna.org), no later than March 12th to confirm attendance.

Save the Date – Nurses' Week Event – Thursday, May 8th; Bowlero, 9021 Baltimore Avenue, College Park, MD 20740. During National Nurses Week (May 6th - 12th), we are taking time out to say "**THANK YOU**" to DCNA members who work tirelessly to keep our community healthy! In honor of your hard work, DCNA invites you to attend a special Member Appreciation Event. In order to attend, you must register and submit the registration form via fax at 202-362-8285 or via email at Vspence@dcna.org by 5:00 pm on Friday, April 11, 2025.

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