

DCNA Together – Making a Difference in DC

March 2026



Contract Negotiations

George Washington University Hospital

DCNA/GWUH nurses from ER, ICU and L&D attended bargaining sessions on March 10th and 11th to prepare and present proposals and negotiate with management.

Safety

The Parties are very close to having an agreement on a hospital safety committee that would be composed equally by Union RN reps and Management and will meet bi-monthly to help address health and safety issues in the hospital.

The Parties reached Tentative Agreement on Jury, Court and Voting leave.

Wages

The Union submitted an updated wage scale (initial wage proposal submitted in November 2025), adding a classification to include RNs who do not receive PTO, but still receive benefits.

- As a reminder, the proposal sets rates (effective 7/1/26)-\$44.54 (new grad), \$45.68 (RN, 1 year of experience) to \$81.11 (RN, 30+ years of experience).
- The union also proposed in January this year an increase in pay for unit based PRN RNs from \$50 to \$63 and Float pool PRN RNs \$60 to \$78.49 (effective 7/1/26).

The National Labor Relations Board is currently investigating DCNA's unfair labor practice charge alleging that UHS violated the law by failing to provide wage increases or bonuses in July 2025.

Children's Hospital

On March 25 and 26, DCNA and Children's Hospital commenced bargaining over a successor collective bargaining agreement. The parties exchanged initial proposals concerning wages, benefits and working conditions. The parties met again on April 6th and have seven additional scheduled sessions through mid-June. The agreement expires on June 30, 2026.

DCNA Files Impasse on Compensation Negotiations with the Dept. of Behavioral Health

On March 4th, DCNA filed automatic impasse with the DC Public Employee Relations Board (PERB). The petition asserts that, pursuant to DC law, automatic impasse in contract negotiations may be declared if no agreement is reached in negotiations after 180 days. DCNA and the Department of Behavioral Health agreed on groundrules for compensation negotiations. Despite numerous requests to meet and negotiate over proposals initially submitted by DCNA in May 2025, the DBH has repeatedly refused to bargain. The PERB has scheduled a conference call for April 13th, to discuss any outstanding issues and to seek agreement on a mediator. The notice of impasse, if granted by the DC PERB, will result in the appointment of a mediator to assist the parties in reaching an agreement. Absent agreement through this assistance, an arbitrator will preside over a hearing to issue a binding award on all compensation issues.

Nurses at Columbia Heights Clinic (Children's Hospital) Join DCNA

Nurses at the Columbia Heights Clinic (Children's Hospital) recently signed union authorization cards and the Employer agreed to a card check to determine whether a majority of the nurses desired DCNA representation. On February 24th, Arbitrator Joshua Javits found that DCNA obtained authorization cards signed by a majority of the Unit Employees. DCNA has proposed in negotiations for the successor collective bargaining agreement that the nurses will be included in the Children's Hospital bargaining unit.

DCNA Files Petition to Represent DC Schools' Nurses

After months of unsuccessful discussions with District officials to insure representation of the DC Schools' nurses, DCNA filed a formal petition to include school nurses in the DC Government wide bargaining unit, known as Compensation Unit 13. The petition asserts that because DCNA is certified as the exclusive bargaining representative of all non-supervisory nurses employed by the District Government, school nurses, now employed by the Department of Health, must be included in the bargaining unit represented by DCNA. The District has claimed, without credibility, that all school nurses are supervisors. DCNA remains committed to representation of all nurses in the DC Government. The DC PERB has ordered the District Government to file an Answer to the Petition on or before April 8th. The next step in the process is to seek a hearing on the issue.

DCNA Files Representation Elections for Nurses

Anacostia Clinic – Children's Hospital. On March 4th, DCNA filed a representation petition seeking an election for five RNs working at the Anacostia Clinic (Children's Hospital). DCNA intends to negotiate with Children's Hospital a similar authorization card check agreement for recognition. Such an agreement will allow DCNA representation of these nurses in a more expedited manner. We expect these nurses to soon become part of the DCNA family. The election is scheduled on April 23rd.

Per Diem RNs – Howard University Hospital. On April 1st, DCNA filed a representation petition seeking an election for per diem nurses working at Howard University Hospital. We are waiting for the National Labor Relations Board to schedule a hearing on the case and DCNA hopes to have an election this month.

Cedar Hill Regional Medical Center. On April 1st, DCNA filed a representation petition seeking an election for nurses employed with Cedar Hill Regional Medical Center. We are waiting for the National Labor Relations Board to schedule a hearing on the case. The Employer for the hospital is Universal Health Services, the same employer for nurses at The George Washington University Hospital. DCNA expects UHS to fight this petition.

Upcoming Events

DCNA Board of Directors' Meeting, Tuesday, April 21st, 2026, 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 April 10th 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. Telephone – (202) 244-2705

