

DCNA Together – Making a Difference in DC

May/June 2024



Contract Negotiations

Howard University/Howard University

On May 22, 2024, DCNA and HU/HUH commenced bargaining over our successor collective bargaining agreement. We also met on seven occasions in May and June. Management and DCNA agreed to extend the contract through July 31st and are scheduling additional dates in July to bargain. Major issues remaining on the table are as follows: 1. Duration – DCNA proposes a three year contract; Howard proposes 1 year; 2. DCNA proposes specific nurse to patient ratios throughout the hospital; Howard proposes to strengthen staffing committee language; 3. DCNA proposes annual salary increases of 3/3.5/3.5 %, with additional steps at the top of the pay scale; Howard proposes a 1.5% pay increase this year, with an additional bonus of \$ 800.00 for members at the top of the pay scale; 4. DCNA proposes premium pay for nurses and dietitians assigned to the ED and ICUs ; Howard has rejected this proposal; 5. DCNA proposes increases to preceptor pay to \$3.75 and charge pay to \$4.00 per hours; Howard proposes to maintain such pay at \$3.00 per hour.; 6. DCNA proposes to increase annual leave carryover to 240 hours; Howard proposes to maintain leave carryover at 80 hours.

DBH Nurses Celebrate Nurses Week



NLRB Certifies DCNA as Bargaining Representative of GWUH RNs

On May 30, 2024, the NLRB (National Labor Relations Board), Region V, issued its decision dismissing UHS' objections to our resounding win on July 1, 2023, to elect DCNA as our exclusive bargaining representative. The Region V Director issued the Certification opinion stating ***“The Employer’s objections and offer of proof do not raise any material and substantial issue of fact that would warrant a hearing, much less setting aside the election results.”***

In spite of the strongly worded opinion, UHS/GWUH continues to employ their delay tactics by filing a request for review of the certification decision. As with their previous objections, we are hopeful that the National Labor Relations Board will issue a timely decision denying the request for review, but we have no control over this. On June 4, DCNA sent a “Demand to Bargain” and Request for Information to Ms. Kimberly Russo. UHS lawyers responded to our Demand to Bargain and advised that because UHS has filed its request for reconsideration it will not meet with DCNA. Legally they are required to meet with us now and they violate the National Labor Relations Act by refusing to do so; we are in the process of filing an Unfair Labor Practice (ULP) charge in response.

We are still awaiting decisions on ULPs filed by DCNA against UHS/GWUH related to their actions during our campaign. As UHS continues to employ their delay tactics, we continue to move forward to prepare for contract negotiations. UHS can only seek to delay the inevitable: A strong, well-organized Nurses’ Union who will fight to protect the rights of our employees, safety for our patients, and to better serve our community.

DCNA Members Enjoy Bowling for Nurses Week



DC Councilmembers Robert White and Janeese Lewis George Win Primary

DCNA endorsed only two candidates in the most recent Democratic Primary for the DC Council elections: Robert White and Janeese Lewis George. Both Councilmembers won by landslides. DCNA endorsed the candidates because of their commitment to labor and ---. As you may recall, Robert White was only one of two Councilmembers who supported our efforts to have work and hiring protections for UMC nurses relating to the new Cedar Hill Medical Center and he stood with us on the picket line during our strike at Howard University Hospital. Councilmember Lewis George has also been an ally of labor and DCNA.

DCNA Attends Executive Council Meeting at NNU HQ, Oakland, CA

June 27, 2024 – LaKisha Little-Small, President, Edward J. Smith, Executive Director and Vickie Spence, Office Manager pose with NNU Presidents Zenei Triunfo-Cortez, Nancy Hagans, Deborah Burger and Jean Ross.



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For Assignment Despite Objection and Grievance forms, visit www.dcn.org.