



## DCNA/GWUH Nurses & UHS Contract Negotiations Bargaining Bulletin #4

June 20, 2025

DCNA transmitted our proposals on nurse staffing, requiring minimum nurse to patient ratios throughout the hospital and proposing the creating of a staffing committee comprised of equal representation from union nurses and management. Management responded at the bargaining table:

**“Staffing is a leadership responsibility.”**

**“We are not interested in formal input from the nurses.”**

The parties **reached agreement** on Evaluations:

- Mandating an annual written performance evaluation
- Nurse has opportunity to comment orally or in writing
- Union can meet and discuss with management any changes in a nurse’s position description prior to implementation.

The parties discussed a number of proposals without reaching agreement, including Lay-off procedures, non-discrimination and seniority.

**Future bargaining sessions: July 15-16 & August 12-13!**



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