



DCNA/GWUH Nurses & UHS Contract Negotiations Bargaining Bulletin #5

July 16, 2025

The parties 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 proposes 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**.

Future bargaining sessions: August 12-13!

If you want your voice to be heard at the bargaining table and want to negotiate wages, benefits and working conditions, please contact Edward Smith, DCNA Executive Director (esmith@dcna.org) to volunteer to be on our bargaining team and attend any one of the future negotiating sessions.