

DCNA Together – Making a Difference in DC

April 2025



Thank you to all UMC Nurses for Your Dedication to Your Patients

Our dear colleagues with UMC are transitioning to new jobs and other options with the recent closing of United Medical Center. The long transition to the new hospital at Cedar Hill has not been without difficulty and challenges, to say the least.

As the District Government moved resources to other areas, these amazing Nurses stood in the gap for our most vulnerable District citizens, even when they and their work environment were not prioritized. The union won and lost some battles, but through this nurses continued to provide world class care.

Initially, the UHS owners of the “new hospital” thought they would build a new hospital without the skill and experience of DCNA/UMC nurses: they have found this could not be accomplished without hiring nurses like our colleagues with skill servicing this community.

It is these wonderful nurses we wish to salute and hope their journeys of service continue with the same grace and power they have all displayed.

While your voices will be missed in the short-term — we are optimistic that time and circumstance will soon unite us in the best interest of the patients and toward a safe and manageable work environment.

Please keep well dear family.

DCNA/GWUH Nurse Hold Informational Picket



In the early hours of April 25th, DCNA nurses and community members held an informational picket demanding that Universal Health Services/GWU Hospital stop retaliating against nurses who are actively supporting the union and our efforts to achieve a first contract.

DCNA and RN leaders from GWUH asked the public to support Elizabeth Grosh, Trevor Goss-Packard and Mary Kelley and demand that Universal Health Services/George Washington University Hospital rescind the firings and discipline.

Nurses demand that management treat nurses with the respect and dignity they deserve as they endeavor to provide the standard of care

and advocate for their patients.

Finally, and perhaps most important, DCNA demands that UHS put patients’ health and safety over profits. Because for nurses, patients are never just a number or a dollar sign. They’re the beating heart of why nurses do what they do. Please sign the petition to bring Liz and Trevor back to work and to wipe clean Mary’s discipline.



Contract Negotiations

George Washington University Hospital

DCNA and UHS continued bargaining over a first contract on April 22nd and 23rd. The parties reached a tentative agreement on the Discipline & Discharge article. DCNA has secured a major win— UHS agreed to take discipline only for “just cause:” RNs will no longer be at-will employees and cannot be disciplined unless there is just cause to support the disciplinary action. Additionally, UHS agreed to utilize progressive discipline, thus insuring that RNs cannot be fired immediately for minor misconduct.

The parties also reached a tentative agreement on the Job Postings & Transfer article. DCNA secured an agreement from the Hospital to post union nurse jobs first internally for a period of ten days before posting positions externally.

Significantly, although there is not yet a tentative agreement on this article, management has agreed to a grievance procedure that culminates in arbitration. Arbitration is conducted by an impartial individual contracted by DCNA and UHS to preside over a hearing to decide whether UHS has violated the contract. This is a major development in negotiations. We hope to reach tentative agreement on this important article at our next bargaining session.

DCNA and UHS have agreed to bargaining sessions on May 13 & 14, June 18-19; July 15-16; and August 12-13.

Department of Behavioral Health/Compensation Unit 13

Bargaining has been stalled, for now, because of the U.S. House of Representatives' failure to call for a vote to put back over \$ 1 billion in the DC Budget. Speaker Mike Johnson announced his intention to do this "as quickly as possible," but, to date, no vote is scheduled. The vote remains in jeopardy of not passing because members of the far right, led by Congressman Andy Harris (MD, 1st District), have vowed to oppose and further, put more restrictions on DC's autonomy.

(See Politico story):

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DCNA hopes this gets resolved – and soon.

DC Night With Labor



DCNA Board of Directors' members Laverne Plater, Robin Burns and Nancy Boyd with: Left – AFL-CIO President Liz Shuler; Middle – DC Council Chairman Phil Mendelson; and Right – Metropolitan Labor Counsel, AFL-CIO President Sam Epps.

Robin Burns Elected as Board Member at Metro Labor Council, AFL-CIO



Upcoming Event

DCNA Board and Cabinet Meetings, Tuesday, May 20, 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 May 13th to confirm attendance.