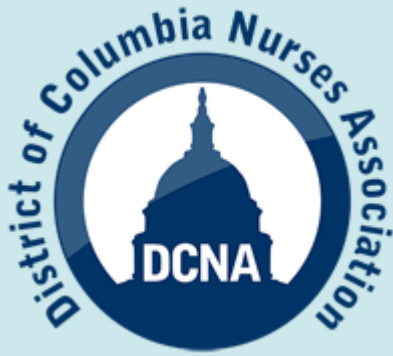


# DCNA Together – Making a Difference in DC

December 2025



## Contract Negotiations

### Howard University Hospital

On December 16<sup>th</sup>, DCNA/HUH membership ratified the collective bargaining agreement. Highlights of the agreement are as follows:

#### Compensation

- Year 1 - Restore step increases (HUH previously agreed)
- Year 1 - Step increase for senior employees – 1%
- Year 1 - Premium pay for RNs/Dietitians regularly assigned to: Emergency Dept. and OR (\$4.50 per hour), and MICU, SICU (\$2.00)
- Year 2 - Base salary increase for all – 1.5%
- Year 2 - Premium pay for RNs/Dietitians regularly assigned to: Emergency Dept. and OR (\$4.50 per hour), and MICU, SICU (\$2.00).
- Year 3 - Base salary increase for all – 2.5%
- Year 3 - Premium pay for RNs/Dietitians regularly assigned to: Emergency Dept. and OR (\$5.00 per hour), and MICU, SICU (\$2.00).
- Increase Annual Leave carryover for members with 15+ years of service to 120 hours

#### Working Conditions

- DCNA staved off HUH's egregious proposal to commence disciplinary action after only 2 occurrences. HUH maintained this proposal from March until the end of September.
- Members can use the DC Accrued Sick and Safe Act (7 days each year) and the use of such leave will not result in an "occurrence."
- Strengthened Staffing Committee by adding legal counsel as members of the Committee in order to insure the commitment of both DCNA and HUH in pursuing the goal of developing and implementing minimum nurse/patient ratios.
- Won right to provide meaningful input into the design of the building of the new hospital. This includes the layout of units and security measures, among many other aspects related to the overall design. DCNA leaders have already met with individuals responsible for the design of the hospital.
- Howard will first assign a low census day off to PRNs, and Agency nurses who have available options to be called off; and those who are not contractually required to be on the unit. The Hospital shall also float agency nurses to qualified positions contract permitting before requiring a nurse to be off for low census

## DCNA Celebrates at the Annual Meeting





**COUNCILMEMBER CHRISTINA HENDERSON,  
CHAIRPERSON**

### **ANNOUNCES A PUBLIC ROUNDTABLE**

Saint Elizabeths Hospital  
Operational and Safety Concerns  
**Thursday, January 22, 2026  
9:30 A.M.**



Hybrid in Room 500 of the

John A. Wilson Building, and Virtual via Zoom.

Register to  
Testify Scan QR  
Code



**Join the Public Roundtable**

Committee on Health — Public Roundtable  
Room 500, Saint Elizabeths Hospital Campus  
<https://dcouncil.gov/broadcasts/>  
<https://www.christinahendersondc.com/live>  
<https://www.youtube.com/@cmhenderson>



## **Upcoming Events**

**DCNA Board of Directors' Meeting, Tuesday, January 20, 2025, 5:30pm, in-person, 1220 12<sup>th</sup> 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](mailto:vspence@dcna.org)), no later than January 15<sup>th</sup> to confirm attendance.

<= DC Council Public Roundtable – January 22, 2026. See photo <=

Please visit DCNA on our website at [www.dcn.org](http://www.dcn.org) or on Facebook at [www.facebook.com/DCNursesAssociation](https://www.facebook.com/DCNursesAssociation).

For Assignment Despite Objection and Grievance forms, visit [www.dcn.org](http://www.dcn.org).

DCNA is located at 1220 12<sup>th</sup> Street, SE, Suite G10, Washington, DC 20003. Telephone – (202) 244-2705