

DCNA Together – Making a Difference in DC

June 2023



GWU Hospital RNs Vote YES to the Union

On the morning of July 1, George Washington University Hospital nurses voted overwhelmingly to elect the District of Columbia Nurses Association (DCNA) as their collective bargaining representative. Nurses voted 310-207 in favor of the union, making clear their desire to be represented by DCNA.

Nurse organizers stated “we won a legally protected, unified voice. This is a victory for nurses and patients everywhere. We are grateful for our community at GW and look forward to continuing to work together for positive change.”

Edward Smith, Executive Director, DCNA, stated “this is the biggest win for DC nurses in over four decades and is reflective of a sea change in organizing not only in the District of Columbia, but throughout the United States. It shows that when nurses stand together against a billion dollar, for profit, anti-union employer, we can still win.”

Smith also stated that DCNA will formally demand that Universal Health Services, the owner and operator of GWUH, come to the bargaining table in the near future.



Children's National Hospital Nurses Win New Collective Bargaining Agreement

DCNA and Children's National Hospital concluded negotiations successfully on a successor collective bargaining agreement, and on June 14, DCNA members voted to ratify the agreement. Highlights are as follows:

Nurse Staffing - Nurse Assignment Committee established (first time ever at CNH)

Wages – **ALL RNs receive annual base salary wage increases**

- July 2023 – receive **7.5%** increase to base salary
- July 2024 – receive **4%** increase to base salary
- July 2025 – receive **3.5%** increase to base salary

Clinical Advancement Program

- Nurses who remain in the Clinical Advancement Program maintain their salary rate and get annual bonuses of \$1800 – Level 1, \$4900 – Level 2, \$7250 – Level 3

Premium Pay

- Preceptor pay increases to \$5 per hour
- ECMO pay increases to \$6 per hour.
- CRRT pay \$6 per hour.
- All other premium pay rates are maintained.

Health Insurance and Retirement - Maintains current plans and current Employer contributions.

Parking – 20 additional on-site parking spaces for day shift RNs (total of 40 spaces)

Seniority- regained immediately upon rehire

Shepherd Park RNs are now included in the DCNA bargaining unit.

Holiday – **Juneteenth**- In the event the Hospital decides to recognize Juneteenth as a holiday for the Hospital's employees not covered by a collective bargaining agreement, Juneteenth will also be recognized as a holiday for employees covered by this Agreement and be added to the list of paid holidays.

Recertification renewal- paid by Hospital

Improvement to the steps of the corrective action & grievance process



Membership

All membership applications should be faxed to the DCNA office at 202-362-8285, mailed, or emailed to Veronica Burnett at vburnett@dcna.org. Please include your personal email address and cell phone number. Likewise, if you move, be sure to email Ms. Burnett with your updated mailing address. If you are not receiving emails or physical mail from us, you may email that information to Ms. Burnett so that your profile is update and accurate. Thank you!

Don't Forget our Members Who Need Help

Did you know that DCNA has a fund specifically set up to help members in need of financial assistance? Since the early 2000s, DCNA has provided assistance to nurses and licensed health care workers who have struggled financially. We ask that you help keep this fund maintained. To donate, please contact Ms. Veronica Burnett at vburnett@dcna.org.

Please visit DCNA on our website at www.dcna.org or on Facebook at www.facebook.com/DCNursesAssociation.

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

DCNA is located at 1220 12th Street, SE, Suite G10, Washington, DC 20003.

Telephone – (202) 244-2705

About a Nurse



"It's the hospital. They want to know if it would be too much trouble to fly back to work a shift."