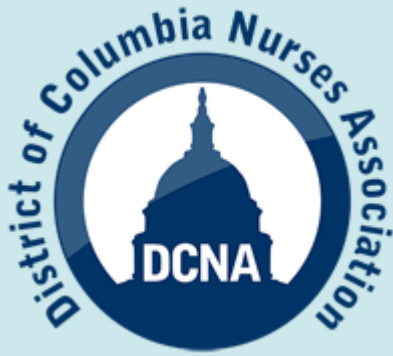


DCNA Together – Making a Difference in DC

May 2025



Contract Negotiations

George Washington University Hospital

DCNA and UHS continued bargaining over a first contract on May 13th and 14th. The parties reached agreement on procedures and limitations on the use of floating, the temporary reassignment of a nurse to a clinical area outside of the nurse's regularly assigned department or unit. Grievance & Arbitration – ongoing bargaining – reached tentative agreements on the process to allow a nurse to challenge violations of the contract and the right to have an outside, impartial arbitrator to make a decision on the grieved violation of

the contract. Lay-off procedures – ongoing bargaining – the following issues were discussed: 1. rules on notice to the union and affected RNs; 2. procedures to adhere to in the event of a Lay-off; 3. ability for affected nurses to transfer to a vacant position for which the nurse meets qualifications; 4. right to bargain over severance pay for impacted nurses; and 5. recall rights.

Future bargaining sessions: June 18-19; July 15-16; and August 12-13.

Department of Behavioral Health/Compensation Unit 13

DCNA and the Department of Behavioral Health will finally commence bargaining over the successor compensation agreement on June 9th. The US House of Representatives has still not voted on whether to restore over \$ 1 billion to the DC Budget. This issue will, most certainly, continue to affect negotiations. DCNA will push forward with proposals that provide fair and equitable raises and address workplace violence.

Howard University Hospital

DCNA and Howard University/Howard University Hospital met on June 4th to commence bargaining over a successor collective bargaining agreement and scheduled additional dates on June 9, 11, 24, 27 and 30. The current contract expires on June 30, 2025. DCNA leadership resolves to reinstate the “frozen” step increase and is committed to addressing staffing issues and to improving working conditions.

DCNA Combats Workplace Violence



On May 29th, DCNA, in collaboration with AFSCME Metropolitan District 1199 DC, Chapter 2095, and several members of Local 2095, met with DBH Director, Dr. Barbara Bazron, to address persistent issues of workplace violence and the inadequate response from leadership.

In addition, DCNA filed a Step 4 grievance to ensure our voices are heard regarding the unresolved health and safety concerns. This grievance was supported by a petition signed by nearly 370 DC employees, nurses, technicians, security personnel and residents. This overwhelming support underscores the urgent need for change and highlights the collective frustration among nurses.

On May 30, 2025, the DCNA DBH Nurses testified before the DC Council, Committee on Health, addressing the ongoing issue of workplace violence faced by nurses and staff at Saint Elizabeth's Hospital. Nancy Boyd, President, DCNA, Darryl Stewart, Vice President, DCNA, Gerald Banyong (shop steward) and DCNA members Nicole Tcheuffa, and Amarachi Ogbuiriki all testified at the oversight hearing presided over by Councilmember Christina Henderson. Deborah Thomas, DCNA Nurse Consultant, also testified and brought forth Assignment Despite Objection data and a report. DCNA testimony revealed an average of 37

physical assaults per month occurred at St. Elizabeths Hospital. This alarming rate of violence not only poses serious risks to staff safety but also negatively impacts the quality of care provided to patients. DCNA also argued that management has failed to properly manage its budget by abruptly cutting essential services.



Councilwoman Henderson was troubled and promised to follow up with the leadership of DBH and Saint Elizabeth's Hospital. True to her word, on Monday, June 2, 2025, she confronted the Hospital's CEO, Mark Chastang, directly about the numerous complaints raised by our union members. During this meeting, Henderson made it clear that the ongoing mismanagement at SEH has failed to prioritize staff safety, emphasizing that she wants the CEO to leave politics out of the conversation surrounding these critical issues.

Watch Public Testimony:

https://www.youtube.com/live/cJH-mb1sC0Q?si=DJWgempelmKS_pr8

Watch DBH Government Testimony:

https://www.youtube.com/live/UawhlkTTfek?si=pj-azsDSOjNFYd_t

DCNA Members Bowl in Celebration of Nurses Week – May 9 – Bowlero



Upcoming Events

DCNA Board and Cabinet Meetings, Tuesday, June 17, 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 June 10th to confirm attendance.

DCNA Labor Relations/Shop Steward Training, Tuesday, June 17, 2025, 1:00-5:00pm, in-person, 12th Street, SE, Suite G10, Washington, DC 20003. Seats are limited; register via email to esmith@dcna.org, no later than June 12th.

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