



Mar 7, 2022

Dr. Wayne Frederick
President
Howard University
Office of the President
2400 6th Street, NW
Washington, DC 20059

Ms. Anita Jenkins, MBA, FABC
Chief Executive Officer
Howard University Hospital
Executive Offices, 2d Floor
2041 Georgia Avenue, NW
Washington, DC 20060

Re: District of Columbia Nurses Association Contract Negotiations

Dear Dr. Frederick & Ms. Jenkins:

DC Jobs with Justice is a coalition of labor organizations, community groups, faith-based organizations, and student groups dedicated to protecting the rights of working people, supporting community struggles, and promoting racial justice to build a more just society. We work with over 10,000 people who live, work, worship, and learn in Washington, DC. We are also proud to have a dedicated paid internship program for HBCU students, which allows us to prepare Howard University and University of the District of Columbia students for careers making a difference in the lives of others.

At DC Jobs With Justice, we believe workers rights are civil rights. We are committed to the creation of living wage jobs, support of economic and social justice here and abroad, and maintaining pressure to demand corporate accountability in our communities, and creating a fair and just future for communities of color.

As you are aware, DCNA and Howard have been negotiating for a successor collective bargaining agreement and now the employer has declared impasse and



advised DCNA that it intends on implementing its last offer. As you are also aware, DCNA members are concerned about their future employment, despite performing their jobs in a professional manner, especially throughout the two years of this unprecedented pandemic. Employers should cease calling our members “heroes” and simply negotiate fair and equitable contracts to demonstrate respect for our health care professionals. Without a doubt, now is the time that employers should be negotiating and advocating for better working conditions, which will result in better care and will save patient lives

The hospital bargaining team has refused to bargain in good faith and has rejected DCNA’s proposals to address unsafe staffing, while demanding takeaways that will rob healthcare workers of thousands of dollars a year. We stand with the workers of Howard University Hospital, who are predominantly women-of-color, and deserve to be treated with greater respect.

We demand that Howard University return to the table and negotiate a fair contract that protects the dignity, rights and safety of workers and their patients.

Sincerely,

A handwritten signature in black ink that reads "Elizabeth Falcon". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Elizabeth Falcon
Executive Director
DC Jobs with Justice

Encl.

cc. Edward J. Smith, Esq.
LaKisha Little-Small
Eileen Shaw