



April 1, 2022

For Immediate Release  
RE: DCNA Strike

**DC Nurses Association members at Howard University Hospital will hold a one-day strike beginning 7:30 AM Monday morning, April 11, to demand a fair contract and safe staffing to protect patients.**

In contention are cuts to shift differentials that will reduce nurses, pharmacists, dietitians and social workers' compensation and negatively affect retention at the hospital. Nurses and other licensed healthcare professionals have also been working understaffed throughout the pandemic.

"It really comes down to treating us with dignity and respect. They are understaffing in the hospital, and they are taking from us as costs continue to rise. Allowing us to maintain our financial dignity reflects respect. Providing enough staff so we can care for our patients the way they deserve to be cared for reflects respect," says Jeanette Ethridge, RN, (Behavioral Health) at Howard University Hospital.

But DCNA, pastors, and some community members are concerned that Howard doesn't want to keep more experienced nurses, some of whom have dedicated themselves to Howard University Hospital students and the community for decades. The hospital's proposals undermine compensation for nurses and licensed healthcare professionals who have worked the longest at Howard.

"Employers often view long-time employees as not being cost effective. These hard-working people are not equations, they are human beings," says Graylan Hagler, Senior Minister, Plymouth Congregational United Church of Christ. "We know healthcare workers are heroes. Howard University should treat them like heroes."

A little over one month ago, after Howard University walked away from the bargaining table, Reverend Hagler and thirteen other faith leaders from all across the District of Columbia sent a letter to Howard University President Dr. Wayne A. I. Frederick demanding that he bargain a fair contract with DCNA. Dr. Frederick never even had the courtesy to respond.

In 2020, Howard University turned hospital management over to corporate giant Adventist Health, which posted over \$100 million in profits last year. Since that time, DCNA nurses say the staffing has only gotten worse.

DCNA represents over 300 members at the Hospital and the University, including RNs, Pharmacists, Dietitians and Social Workers, all serving students and the community surrounding Howard University, the oldest historic black college in the country.

Some DCNA members site inconsistencies between Howard’s mission to serve the black community and its behavior at the bargaining table. The vast majority of DCNA’s members are women of color.

Michele Jones, Social Worker and a member of DCNA’s bargaining team, is dismayed with hospital management’s bargaining choices: “I’ve always been proud to work at Howard University Hospital because of what the University stands for. Freed slaves who couldn’t receive care anywhere else came to this site. The Hospital has almost 150 years of service to our black community. Well, we are part of that community and we’ve been dedicated to our patients through hard times. Shouldn’t the Hospital show the same dedication to every DCNA member so that we can provide the quality of care our patients deserve?”

The one-day strike is scheduled to start at 7:30 a.m. on Monday, April 11 and end 24 hours later at 7:30 a.m. April 12.

- **What: One-day strike**
- **When: April 11, 2022**

**Pickets:** 7:30 a.m. - 10:30 a.m.  
2:00 p.m. - 5:00 p.m.  
**Rallies:** 11:00 – 11:30 a.m.  
5:00 - 5:30 p.m.

- **Where: Howard University Hospital – 2041 Georgia Avenue, NW, Washington, DC 20060.**

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