

**DISTRICT OF COLUMBIA NURSES ASSOCIATION,  
NATIONAL NURSES UNITED, AFL-CIO**

# **STRIKE MANUAL**

**Howard University/Howard  
University Hospital**

**April 11, 2022**



# Please read the entire manual

## **DCNA - 1 DAY STRIKE - MONDAY, APRIL 11, 2022**

### **GENERAL INFORMATION**

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**April 11, 2022:** This will be a one-day strike. It will begin at 7:30am on April 11 and conclude at 7:29am April 12.

**Strike Time:** The strike will affect all shifts and any trainings scheduled to start anytime during this day.

It is VERY important for you to sign up for YOUR strike SHIFTS, we must show a strong presence. So, please be on the line! Please sign-up for and attend one or more shifts.

#### ***Picketing Schedule:***

**Monday April 11<sup>th</sup>:** We will be picketing from 7:30am until 8:00pm at Howard University Hospital, 2041 Georgia Avenue, NW, Washington, DC 20060.

3 shifts, 7:30am - 11:30am, 11:30am - 3:30pm; and 3:30pm - 8:00pm. There will be an 11:00am rally. We want to include the public as much as possible so please invite friends and family.

Go to the DCNA Website to sign-up for as many strike shifts as you can: [www.dcna.org](http://www.dcna.org)

#### **WHAT DO YOU DO?**

There is NO need to give individual notice or call in your intent to strike. DCNA has provided a 10-day notice of the strike to HUH which covers all DCNA members. Show up on the picket line at your scheduled shift.

#### **EMPLOYEES WORKING NIGHT SHIFT BEFORE THE STRIKE:**

It is HUH's responsibility to provide someone to report off to. Strike hours and picketing are as noted. RNs working the night shift before the strike starts should report off to a supervisor or designee at the end of their shift and come out to the picket line.

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## **PICKETING**

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### **The Strike**

On the day of the strike, each RN's responsibility is to honor and support the picket line. You **do not** work, attend trainings, or take call. DCNA has given HU/HUH clear notice that RNs are ready and available to return to work immediately following the conclusion of the strike.

### **Picketing: The Backbone of Our Strike**

The picket line is the single most visible strike activity. Picketing creates an atmosphere of solidarity and strength, and communicates that to HU/HUH and the public. Unlike most picket lines, we are not trying to stop the public (patients and family members) from entering the facility and using the services.

### **Our Right to Picket**

The U.S. Supreme Court has held that peaceful picketing which is designed to inform and persuade the public is within the area of free speech guaranteed by the First Amendment of the Constitution. The First Amendment of the U.S. Constitution and California State Law also protect the right of peaceful picketing to publicize a dispute.

### **Food & Children**

People are encouraged to bring their own snacks or drinks — especially if you have dietary needs/restrictions. DCNA will provide sandwiches for members on the picket line for two or more shifts.

Children should be encouraged to picket with their parents to help them understand about unions and why strikes take place. Other family and friends are also welcome and add to the morale and spirit of a picket line.

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## **UNITED WE STAND, DIVIDED WE FALL!**

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It is up to all of us – DCNA represented RNs, Dietitians, Pharmacists and Social Workers – to make this a cohesive and successful action. A commitment for adhering to a picketing schedule and participating in the strike-day activities is integral to success.

Understandably, some members may be ill or scheduled to work elsewhere or unable to picket for other reasons. However, one picket duty shift should not be a problem for most members. Again, sign up for your shift at [www.dcna.org](http://www.dcna.org).

Our strike is our unity. A united front can withstand all adversity from without. Never is the saying “united we stand — divided we fall” as meaningful as during a strike.

## **Rumor Control**

Be aware that management tries to divide and conquer by rumors and insinuations. Stay in touch with your DCNA leaders as well as other members. If you learn that there are rumors circulating about the strike (like how ineffective a strike will be or that a strike will do nothing more than hurt the patients and the community) contact your Union Representative immediately.

Rumors need to be countered by circulating leaflets to the public, using media and talking about the actual reasons for our strike at any possible occasion.

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## **PATIENT CARE COMMITTEE**

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### **What happens to the patients during our strike?**

- a. **Ten Day Notice:** DCNA has already given HU/HUH 10-days’ advance, written notice. HU/HUH has already started making arrangements for the care of the patients.
- b. **We will also have a DCNA Patient Care Committee** from experienced health care professionals on the picket line.
- c. **A DCNA Patient Care Committee** is formed for critically emergent, life-threatening situations. Members may be sent into the facility to stabilize patients in an emergency during the strike. The Committee will make a professional assessment of each situation where assistance is requested and will, if it deems necessary, assign a health care professional to care for the patient.

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## **GUIDELINES FOR PICKETERS**

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1. **Please check-in** when you arrive and sign out when you leave.
2. **Wear scrubs and comfortable shoes.** Look like a Licensed Health Care Professional! Or at the very least, wear your DCNA t-shirt!
3. **Do not block traffic** or prevent people from entering or leaving. Do not block the street. Stay on public property.
4. **Be professional.** If anyone approaches you in an antagonistic way, notify your picket captain or the DCNA staff representative. If approached by administration, do not discuss issues-- refer them to your DCNA Labor Rep.

5. **If approached by news media for pictures**, permit this if you do not object personally. However, do not consent to be interviewed. Refer all questions and interviews to the DCNA Labor Rep so that a designated press union member can handle the interview.
6. **Do your part to keep up morale.** We will have a successful strike if each member takes responsibility on the picket line for talking to the public, maintaining the picket line, and encouraging public support of our cause.
7. **Encourage the public to use the facility.** Let them know that they should not feel bad about crossing our picket line.

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## **NURSE REP DUTIES**

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1. **All picket lines must be up at the strike start time.** This means that Union Reps for the first shift need to be on site to set up 60 minutes early. **PICKET SIGNS MUST REMAIN FLAT ON THE GROUND UNTIL THE STRIKE START TIME.** Other picketers scheduled should arrive for the first shift 30 minutes early.
2. Union Reps will assign picketers to locations and make sure that they know the “Do’s and Don’ts.” They will make sure that some of the picketers are assigned to each of the entrances and exits of the parking lots and loading areas.
3. Union Reps will be given supplies of patient care leaflets to give to the public for use by RNs on the picket line.
4. Union Reps will encourage picketers to keep the site tidy, and are responsible for making sure the site is cleaned up completely after the picket line is closed down.

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## **MEDIA**

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### **The need for effective public relations is heightened during a strike.**

DCNA will take the offensive and not be put into a defensive posture by HU/HUH’s public relations campaign. We can expect a full-scale HU/HUH media campaign. Be prepared that HU/HUH will try to characterize your struggle as solely about money or solely about DCNA and not about support for your coworkers which is the point of the strike.

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# FREQUENTLY ASKED QUESTIONS

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- Q: If a DCNA member is on vacation when a strike begins, or is scheduled for vacation during the strike, what happens to vacation time and pay?**
- A:** If the employee is already on vacation, it's been pre-approved, and she should be paid; if the member is requesting vacation now, HU/HUH will likely deny the leave request.
- Q: What happens to leave status (personal, maternity) if on leave during a strike (does time accrue, seniority accrue)?**
- A:** Employees on medical leaves should not be considered to be "on strike." Leave time and seniority will accrue as per contract provisions.
- Q: Should a newly hired employee come to work or honor the strike?**
- A:** **Yes!** Federal labor law protects all concerted activity, including strikes. New hires and new grads should honor the picket line. **NO Employee should cross the picket line as a strikebreaker under any circumstances.**
- Q: I have tuition payment. Is that affected by the one-day strike?**
- A:** No, you are still entitled to receive tuition payment.
- Q: I'm working the night before the strike. What should I do when the strike begins? What if my shift starts before the strike time?**
- A:** See section above, entitled Nurses Working Night Shift before the Strike.
- Q: I am concerned about my patients' safety. How do I know the HU/HUH will adequately take care of the patients?**
- A:** See above, section on Patient Care Committee and what happens with patients.
- Q: What happens if the strike settles?**
- A:** You need to report for work if you're scheduled. Speak to your Labor Rep or Bargaining Team member to get the latest information.
- Q: Will management lock me out for sure?**
- A:** This retaliatory action differs from employer to employer. Some employers institute a lockout as a means to punish Nurses, claiming the need to secure travelers for a minimum of greater than 1 to 3 days. We know how untrue this is because many other employers don't institute lockouts.
- Q: What do I do if I am scheduled to work and HU/HUH has announced they will lock out all RNs who honored the picket line?**
- A:** You do not need to report to work.
- Q: What if I was not scheduled on the strike day and management is telling me I can come to work during the lock-out?**
- A:** We are all in this together. Members who didn't work on the strike day, whether they were scheduled or not, should not work during the lock-out.
- Q: How will I know when the lockout period is over?**
- A:** HU/HUH will make that announcement. We cannot control what HU/HUH decides to do. As soon as we get the information, it will be communicated to you through your Labor Rep and Bargaining Team.

For more information, contact your DCNA Bargaining Team member or your DCNA labor rep.