***DC NURSES ASSOCIATION ACTION ALERT***

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**Howard University and Adventist recently**

**sent a letter to DCNA members about their final offer.**

***HERE’S WHAT THEY’RE NOT TELLING YOU:***

* Howard and Adventist’s offer fails to address safe staffing.

Howard has failed to propose any new staffing language, even as they continue to understaff units, placing the burden on us and our patients and putting us at risk.

* Howard and Adventist’s offer undermines wage increases with cuts to differentials.These cuts will rob nearly 70 percent of Howard University Hospital workers of the differentials we’ve previously received, and effectively decrease compensation for these DCNA members. Cuts to some members will amount to over $4,600/year.
* Howard and Adventist take from us even as we continue to give.

Howard expects us to accept cuts that affect DCNA members’ livelihoods while we

give everything we have to our patients. Yet other DC hospitals have offered DCNA members contracts ***WITHOUT* *ANY TAKEAWAYS.***

* Howard and Adventist are trying to divide us.Their offer places a punitive

burden on nurses and other licensed healthcare workers who have cared for Howard patients and the community the longest. **But,**

**WE KNOW WE’RE STRONGER WHEN WE STAND TOGETHER.**

Howard says they are dedicated to the community. But as nurses and licensed healthcare workers who continue to work through an unprecedented pandemic, we know that

*WE are an essential* *part of our community* - dedicated to protecting our patients.

 ***WE provide the care that Howard promises.***

**WE’RE STANDING UP FOR THE DIGNITY AND RESPECT**

**EVERY DCNA MEMBER DESERVES.**