



COUNCIL OF THE DISTRICT OF COLUMBIA
THE JOHN A. WILSON BUILDING
1350 PENNSYLVANIA AVENUE, N.W.
WASHINGTON, D.C. 20004

May 16, 2023

Kimberly D. Russo, Chief Executive Officer
The George Washington University Hospital
900 23rd Street, NW
Washington, DC 20037

Dear Ms. Russo:

We have learned that on March 15, 2023, DCNA filed a petition with the NLRB seeking an election to represent approximately 750 registered nurses working at The George Washington University Hospital, owned and operated by Universal Health Services, Inc. We also learned that DCNA has filed numerous unfair labor practice complaints with the NLRB, alleging that GWUH/UHS has violated federal law by taking a variety of actions intended to intimidate, coerce and restrain employees from engaging in their right to form, assist, or join a labor union. One of the charges alleges that the employer fired a nurse (Mr. Angelo Estrellas) for supporting the union's campaign.

Given its history of refusing to recognize labor unions in its facilities throughout the United States, we do not expect UHS to voluntarily recognize DCNA as the exclusive representative of GWUH RNs, but we do expect that you adhere to federal laws and do not intimidate, coerce or retaliate against nurses who are seeking to form or join the union.

We request that GWUH/UHS take the following steps to allow employees a free, unencumbered and fair opportunity to exercise their right to vote: 1. Immediately reinstate Mr. Estrellas to his position as a registered nurse; 2. Refrain from illegal conduct that violates employees' rights to organize; and 3. Hold a fair and free election by secret ballot in a location that is neutral, convenient, and avoids the appearance of dissuading employees from voting, as is their right.

Sincerely,



Councilmember Christina Henderson



Councilmember Charles Allen



Councilmember Matthew Frumin



Councilmember Brianne K. Nadeau



Councilmember Janeese Lewis George



Chairman Phil Mendelson



Councilmember Brooke Pinto



Councilmember Robert C. White, Jr.



Councilmember Trayon White, Sr.