

MEDIA ADVISORY: March 21, 2023



GWUH Nurses File Charges Against The George Washington University Hospital

The District of Columbia Nurses Association (DCNA) has filed unfair labor practices charges with the National Labor Relations Board (NLRB), accusing The George Washington University Hospital (GWUH) of committing numerous offenses in violation of the National Labor Relations Act (NLRA). The NLRA protects the right of employees to engage in organizing activities for the purpose of forming a union, and prohibits managers from spying on or retaliating against employees suspected of engaging in union activity.

On March 15, DCNA filed a petition for union election with the NLRB on behalf of the nurses of GWUH. GWUH employs approximately 750 registered nurses and is owned and operated by Universal Health Services, Inc. (UHS). Several hours after the petition was filed, hospital leadership unlawfully suspended registered nurse Angelo Estrellas, claiming that he was involved in the union organizing campaign. Mr. Estrellas has been a valued employee of GWUH for over ten years and has been widely recognized and awarded for his service and contributions. DCNA has filed an unfair labor practice charge against GWUH alleging retaliation, and a petition demanding Mr. Estrellas be immediately allowed to return to work has garnered nearly 1,750 signatures.

DCNA also alleges that GWUH leadership disclosed to staff that it is taking additional measures in an effort to identify union organizers and thwart organizing efforts. Hospital administration has established a pattern of behavior that clearly violates the NLRA and fails to respect employees' rights. Despite continued intimidation tactics and threats of retaliation from UHS and GWUH administration, the nurses remain committed to their efforts, noting that this type of behavior further demonstrates their need for union representation.

DCNA and the nurse organizers are calling upon the NLRB to ensure the reprehensible attempts by GWUH to illegally disrupt the union organizing campaign are promptly halted. The nurses want the NLRB to order UHS and hospital leadership to refrain from the removal of union posters and allow union literature to be posted in a fashion similar to management's anti-union fliers, cease pronouncements indicating a refusal to negotiate in good faith, discontinue all attempts to spy on union organizers, and stop conducting closed-door and captive audience meetings.

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