



April 21, 2023

Professional Distinction

Personal Dignity

Patient Advocacy

By electronic mail

Ms. Kimberly D. Russo
Chief Executive Officer
The George Washington University Hospital
900 23d Street, NW
Washington, DC 20037
Kimberly.russo@gwu-hospital.com

Dear Ms. Russo:

We, at the Minnesota Nurses Association have learned that on March 15th, 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 GWUH/UHS suspended Mr. Angelo Estrellas for purportedly supporting DCNA's union organizing campaign. We understand that 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.

Given its history and philosophy on 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 and demand that you adhere to federal laws and to not intimidate, coerce or retaliate against nurses who are seeking to form or join the union. So far, allegations of your violations of federal law greatly dismay the Minnesota Nurses Association.

We, here at the Minnesota Nurses Association demand the following: 1. you immediately reinstate Mr. Estrellas to his position as a registered nurse; 2. kindly refrain from such illegal conduct that violates your employees' rights to organize; and 3. agree to hold a fair and free election by secret ballot to allow GWUH RNs the right to freely choose whether they want to be represented by DCNA, as is their right.

Sincerely,
Minnesota Nurses Association Board of Directors

cc. Edward J. Smith, DCNA Executive Director
Karlton Scott, MNA Executive Director

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