

Nurses United of the National Capital Region

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July 8, 2010

VIA FACSIMILE AND FIRST CLASS MAIL

Wayne R. Gold, Regional Director
National Labor Relations Board, Region 5
103 South Gay Street, 8th Floor
Baltimore, MD 21202-4061
FAX: 410-962-2198

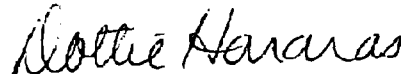
Re: Washington Hospital Center

Dear Regional Director Gold:

Enclosed is an Unfair Labor Practice charge being filed by Nurses United of the National Capital Region against the Washington Hospital Center. The charge is being served on the Hospital by facsimile, email and regular mail.

The Union is available to confer with the Board agent assigned to this case, and to provide witnesses and evidence in support of this charge. We appreciate your consideration in this matter.

Very truly yours,



Dottie Hararas, RN
President, Nurses United

enc.

cc: Stephen Frum, Chief Shop Steward

INTERNET
FORM NLRB-501
(2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Washington Hospital Center	b. Tel. No. 202-877-3066
	c. Cell No.
	f. Fax No. 202-877-8397
d. Address (Street, city, state, and ZIP code) 110 Irving Street, NW Washington, DC 20010	e. Employer Representative Kathleen Chapman Asst VP, Human Resources
	g. e-Mail
	h. Number of workers employed 1550 unit employees
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Healthcare services
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (first subsections) (3), (5) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about 2/5/10 the Employer (WHC) unilaterally changed an established policy relating to Nurses' absence during snowstorms, without notice to or bargaining with the Union, in violation of Section 8(a)(5). Since that date WHC has unlawfully fired and disciplined Nurses pursuant to the unlawfully promulgated, punitive new policy, and has failed and refused to furnish relevant information requested by the Union. WHC further violated Section 8(a)(3) and (1), while implementing the unlawfully promulgated policy, by discrimination and retaliation against a Union representative who had engaged in protected, concerted and Union activity. WHC also committed unlawful interference, restraint, coercion and discrimination by prohibiting Nurses from wearing Union solidarity ribbons and by ordering Nurses to remove such Union insignia.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Nurses United of the National Capital Region	
4a. Address (Street and number, city, state, and ZIP code) 8737 Colesville Rd., Suite 950 Silver Spring, MD 20910	4b. Tel. No. 301-552-3198
	4c. Cell No.
	4d. Fax No. 301-552-4913
	4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) N/A	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By <u>Dottie Hararas</u> (signature of representative or person making charge)	Tel. No.
<u>DOTTIE HARARAS, President</u> (Print type name and title or office, if any)	Office, if any, Cell No.
	Fax No.
	e-Mail
Address 8737 Colesville Rd. Suite 950 Silver Spring, MD 20910	<u>07/08/2010</u> (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.