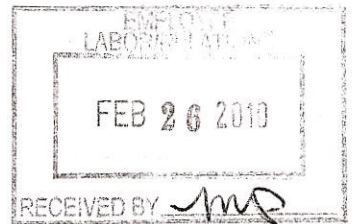


February 26, 2010

Kathleen Chapman
Assistant Vice President, Human Resources
Washington Hospital Center
110 Irving Street, NW
Washington, DC 20010




Dear Ms. Chapman:

In accordance with Article 17 of the Collective Bargaining Agreement (“CBA”) between Nurses United of the National Capital Region and Washington Hospital Center, the Union hereby submits a written grievance regarding the Hospital’s arbitrary, unreasonable and improper actions against bargaining unit Nurses – including threats, intimidation, harassment, discipline, discharge and mistreatment of Nurses – during and after the snowstorms beginning February 5, 2010.

The Union contends that the Hospital’s hostile conduct affecting Nurses – the course of conduct as a whole, and/or in its individual components – was and is in violation of the CBA (including but not limited to Articles 1, 3, 11, 13 and 27). The Hospital’s course of conduct also represents a violation of established Hospital Policy HR #304 and established practice relating to Nurses’ attendance and working conditions during inclement winter weather. To the extent that the Hospital abrogated or changed its Policy, the Hospital did so unilaterally and improperly, without the Union’s approval, and without any notice, bargaining, consultation or discussion with the Union, through the labor-management committee or otherwise. Indeed, on February 5, 2010, when the Union specifically asked about the Hospital’s policies and intentions with respect to the predicted snowstorm and its effect on Nurses, the Hospital deliberately concealed and misrepresented what it was doing and planned to do. In summary, there are strong and serious disagreements between the parties relating to Nurses’ conditions of employment as well as the application or interpretation of this Agreement.

The Union requests that the Hospital immediately cease and desist its improper conduct; rescind its unilateral changes in Policy HRP #304 (together with any and all instructions to managers and supervisors implementing or enforcing such changes); rescind any discharge, suspension, discipline or other personnel action taken against Nurses arising from their absence during the period February 5- 14, make the affected Nurses whole, and expunge any adverse references from all their files (including but not limited to HR, Personnel and Unit-Based files); and meet with the Union to negotiate concerning any proposed changes in policy and practice relating to inclement weather insofar as Nurses’ employment conditions are affected.

Nurses United requests a first step meeting with the Hospital at your earliest convenience. Please contact us as soon as possible to make arrangements. We appreciate your cooperation and courtesy in this matter.

Sincerely,

Dottie Hararas, RN
President & CEO – Nurses United