

November 23, 2025

To: Julia Truelove, RN 4H, Chief Shop Steward, and the NNU bargaining team:

We received your Open Letter on November 22 and are writing to correct the record on several issues related to our contract negotiations with the Union.

First and importantly, on November 20, the Hospital made a standalone, unconditional wage offer that is in no way tied to workplace safety. That proposal ensures that every RN in the bargaining unit would receive an increase of *at least* 3% in the first year, with 80 percent of nurses getting more than that. I am proud that our nurses are paid in the 75th percentile in our region, and we're committed to keeping them there. We continue to await your response or counter proposal.

Second, be assured we continue our extensive investments in workplace safety – a priority for us in support of our nurses and the entire Washington Hospital Center team.

As always, we invite you to continue our conversation on these issues and others at the bargaining table as we work toward reaching agreement on a new contract for MWHC nurses.

Finally, I am puzzled by your assertion that you have not proposed a fee increase for MWHC nurses. I have your proposal of November 21st to increase agency fees in front of me. In it, you state “the Union has set agency fees for Nurses as equal to the full member dues rate....” That proposal would in fact *increase by nearly 20 percent* the amount that the significant number of RNs who pay agency fees now pay NNU.

As part of our talks at the table this past week, a member of your team said NNU is targeting for termination “a group of” MWHC nurses who have not paid their dues or agency fees. Please consider this a formal *Request for Information* to provide the Hospital that list of nurses, with the understanding that the Hospital does not and will not agree to your demand to fire any nurse who has a valid objection to paying the full dues amount under the 1988 U.S. Supreme Court decision known as *Communications Workers of America v. Beck*.

I hope this letter clarifies these important matters and the various misstatements in your letter and social media campaign. We remain committed to reaching a fair contract for our nurses and believe honest and accurate communication is essential to achieving that goal.

Sincerely,

Paul Hagens, Vice President, Human Resources
Medstar Washington Hospital Center