



The National Voice for Direct-Care RNs

WASHINGTON DC
8455 Colesville Road
Suite 1100
Silver Spring MD 20910
phone: 800-287-5021
fax: 240-235-2019

OAKLAND
155 Grand Avenue
Suite 100
Oakland CA 94612
phone: 800-504-7859
fax: 510-663-1625

June 4, 2026

Dear Chairman Walberg, Ranking Member Scott, and Members of the Committee,

We are registered nurses at Saint Mary of Nazareth Hospital in Chicago, Illinois, a for-profit facility owned by Prime Healthcare. We write to describe what is an apparent and ongoing violation of the National Labor Relations Act, and to offer our experience as one illustration of a pattern that nurses and health care workers across the country are increasingly facing as we exercise our legal right to organize.

On May 20, 2026, we filed for a petition for a union election with the National Labor Relations Board, seeking representation through the National Nurses Organizing Committee/National Nurses United. We did so because we believe collective organizing is essential to improving working conditions at our hospital and advocating for the best quality of care that our patients deserve. Within days of filing, Prime Healthcare terminated us for being active leaders in our organizing drive and distributing informational flyers to our colleagues outside of the hospital's employee entrances. An activity long recognized as "protected concerted activity" under Section 7 of the NLRA. The timing and targeting of our terminations, coming immediately after we filed the election petition, presents a clear retaliation by our employer for our union activity and interference in our right to organize. Both illegal activities under the NLRA carried out by Prime Healthcare.

Our terminations at Saint Mary of Nazareth fit a recognizable and illegal playbook of bad acting employers: swift, targeted discipline of organizing leaders, designed to signal to the remaining workforce that exercising our federal labor rights carries professional consequences. Meanwhile, our illegal terminations leave our hospital units measurably understaffed, with direct consequences and disregard for patient safety because of our employer's illegal actions.

What is happening at our hospital reflects a broader national trend across workplaces when workers exercise their right to organize. In the health care sector, workers across the industry have reported similar responses to organizing efforts by big hospital employers: terminations of union leaders, refusals to bargain, and the strategic use of discipline to chill protected activity before elections can be held. The NLRA was enacted precisely to prohibit this kind of employer conduct—to ensure that workers could exercise their right to organize without fear of retaliation.

We bring these facts to attention because we believe they raise serious questions about employer compliance with federal labor law. Congress must ensure that employers like Prime Healthcare are held accountable when they violate federal labor law, and that real, tangible protections for workers who attempt to organize are upheld.

We urge this Committee to investigate the illegal actions committed by Saint Mary of Nazareth. Our colleagues remain determined in demanding our immediate reinstatement and pursuing a free and fair election, so that we can get back to continuing to provide and advocate for the quality care our patients deserve. Saint Mary of Nazareth is attempting to silence nurses and jeopardize patient care, and we will not allow this to happen. We will be taking protected collective action on June 11th to demonstrate to our employer that we are united, and we will not stop until we prevail.

Respectfully,

Jesus Hernandez, RN

Karlie Thorne, RN

Mary Boyadijan, RN

Janelle Kusz, RN

Amiee Bae, RN

Nancy Delgado, RN

Registered Nurses of Saint Mary of Nazareth Hospital