

Is NNU **right for you?**

National Nurses United (NNU) has been trying all year to gather enough support to unionize hospitals across MedStar Health.

Some nurses agree with unionization. Many others say, "No thank you." Most are growing weary of NNU's organizing effort.

While NNU continues their campaign, MedStar Montgomery Medical Center has been providing meaningful support to our nurses and improving our workplace.



- ✓ Announced new compensation model with **pay increases to direct care nurses in January 2026.**
- ✓ **Commitment to safe staffing that aligns with patient needs** through recruiting, adaptive, and responsive staffing approaches.
- ✓ Increased nurse leader rounding allowing nurses to **raise concerns in real time and request additional support.**
- ✓ **Hospital leaders partner directly with nurses to make timely improvements,** reinforcing why a union is not needed to have your voice heard.

If you are considering supporting NNU, think about these important questions:

- ✗ **Does NNU truly support nurses?** NNU nurses at St. Agnes Hospital in Baltimore and George Washington University Hospital have been **stuck in limbo for more than two years:**
No wage increases | No improvements to benefits | No problems solved | No new support
No campaign promises kept | Ongoing uncertainty | Massive nurse turnover
- ✗ **Do I want to be represented by (and pay dues to) a union that has failed** to deliver on any campaign promises at area hospitals for over 2 years?
- ✗ **Do I want a union that could change how I work directly with my leader,** limit my current flexibility, and slow how quickly improvements are made for our teams and patients?

Let's Keep Working Together

**MedStar Montgomery
Medical Center**

Visit <https://mmmcnursesfacts.net/facts-about-union-organizing/> for more information about unions and union organizing.




MedStar Health