

Don't get “stuck” with a union you don't like



Removing a union is a challenging process called decertification. Once a union represents a group of employees, there are many rules that protect the union – not the employees. These include a short, 30-day window before a labor contract expires when employees can file a petition to decertify their union – even if employees are unhappy with their union and want to get rid of it sooner.

Why is it so difficult to get rid of a union, even if it fails to keep its promises?



If you unionize, the union could remain in place indefinitely unless you attempt the difficult process of decertification.



You must wait at least one year after the union is certified as your representative before you can even attempt to remove the union.



By law, employers cannot assist employees in any way with the process or help with any of the legal expenses.



If the window for filing is missed, it could be up to another three years before you can try again.



If a contract is eventually reached, you may have to wait up to three years before you can attempt to remove the union. This is true even if you are unhappy with the contract the union negotiates.

Your decertification petition may not be successful

In April 2026, hundreds of registered nurses and healthcare professionals at The George Washington University Hospital (GWU Hospital) filed a decertification petition with the National Labor Relations Board (NLRB) to remove the DC Nurses Association/National Nurses United (DCNA/NNU) after two years of stalled negotiations and growing unrest among employees.



“Two years ago, DCNA union officials made all kinds of promises to my coworkers and me. They have not only failed to deliver on them, but have driven a wedge between a lot of my coworkers.”

– GWU Hospital Nurse Elizabeth Abraha¹

However, DCNA filed charges to block the nurses' election, thus denying these employees the chance to “free themselves from DCNA representation.”²

Deciding to unionize may not seem like a big deal right now, but there are no guarantees that things will improve—or even change at all. If you come to regret supporting the union, you may have to live with that choice for years.



Scan the QR code to find more information about SEIU Wisconsin, facts and resources on unions, and answers to frequently asked questions.

[WeAreSSMHealth.com](https://www.ssmhealth.com/wearessmhealth)

1. National Right to Work Legal Defense Foundation, <https://www.nrtw.org/news/gwu-hospital-decert-04172026/>

2. National Right to Work Legal Defense Foundation, <https://www.nrtw.org/news/dc-gwu-hospital-rfr-06032026/>