

Your Questions Answered: *Dues*



Q: *When do we start paying dues if we join UNAC/UHCP?*

A: No one pays any dues at all until after we negotiate a contract and a majority of us vote to approve it. If we're not satisfied with the agreement, we can vote "No" without paying any dues at all. If we win a contract that improves patient care and working conditions for RNs, we can vote "Yes," and only then will dues begin.

Q: *How much will we pay in dues?*

A: Dues are based on the average hourly rate of nurses at the hospital. Typically, UNAC/UHCP nurses pay about 1% per month, or a little less than two hours of pay a month.

Q: *Where do our dues go?*

A: We'll keep a portion of our dues to run our own independent affiliate. Another portion will go to the UNAC/UHCP State Office, to support the representation, legal, communications, research and political expertise that will protect our contract and our patients.

Q: *What can our dues help us achieve?*

A: See the other side of this leaflet.

Hold the Date
UNAC/UHCP Nurses Forum

Ask questions. Get answers.
From UNAC/UHCP nurses
about the Union.

Thursday, January 17
8 AM & 8 PM
Location TBA

Election Dates: Thursday, January 31 and Friday, February 1

Election Times: 6 AM–8:30 AM | 10:30 AM–1 PM
2:30 PM–4 PM | 6:30 PM–8 PM

Locations: Inland Valley Medical Center–Conference Room A
Rancho Springs Medical Center–Conference Room 2

For More Information: Fernando Bribiesca | 702-588-3366
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Compare Two Hospitals:

Dues or No Dues

GUARANTEED BY UNION CONTRACT:

- Patient Safety Protections
 - A Voice in Patient Care Decisions
 - Respect for Nurses
- Better Working Conditions for Nurses
- Regular Raises and Better Benefits
- Protections Against Arbitrary Discipline and Favoritism
- Job Security Protections

NO CONTRACT AND NO GUARANTEES:

- Unsafe Staffing
- No Voice for RNs in Patient Care Decisions
 - No Respect for Nurses
- Unsafe and Unpredictable Working Conditions
- No Regular Raises/"Merit Pay" Based on Favoritism
- Arbitrary Discipline With No Remedy
- "At Will" Employment: RNs Can Be Fired at Any Time With No Remedy

Dues: **Worth It? You Decide**

You won't pay union dues until you win a contract with guarantees. See other side to learn more...