

DON'T PAY HIGHER DUES TO BE IGNORED BY UNAC

UNAC and NUHW have different formulas for setting dues. Because UNAC's dues are a flat rate based on hourly wage rates, many part-time and per diem workers would see their monthly dues rise significantly under UNAC, even though former UNAC members say they felt ignored and abandoned by the union.

HOW DUES ARE CALCULATED

NUHW	UNAC
The dues of the Union shall be one and one-half percent (1.5%) of a member's regular earnings, up to a maximum of forty (40) hours per week at the straight time rate. Dues will be capped at \$126 per month in 2022.	Dues shall be 1.25% of the current Weighted Average Hourly Rate effective immediately and thereafter adjusted at 1.25% after each negotiated wage increase at each affiliate and paid times 173.33 hours per month. Dues for Per Diem would be set to a minimum rate of \$1.25 per hour for all hours worked up to a maximum of 20 hours worked in a pay period or one-half of the dues charged to members who work part-time/full-time at the subject affiliate.

WHAT IT MEANS FOR DUES

Worker	NUHW dues	UNAC dues	Difference
Part-timer making average rate (\$46.32/hour) working 20 hours/week	\$55.38/month	\$100.35/month	\$44.97/month
Per diem who worked 20 hours in pay period making average wage rate	\$27.79/month	\$50/month	\$22.21/month

WHERE DOES THE MONEY GO?

NUHW	UNAC
Dues stay local to support members on the ground.	87% of dues go to an RN-dominated State Association. Only 13% stays local supporting workers.

At Fountain Valley Regional Hospital, caregivers voted to leave UNAC for NUHW



"If you want to know what it's like to be represented by UNAC, the first thing you should understand is that you won't have a say in anything, and, if there's a problem, UNAC will not stand up for you."

— Christopher Warren, Physical Therapist



"I actually had a UNAC representative that was working on my unit and I had no idea. It was actually NUHW who told me that that person was supposed to be supporting me. NUHW was my first example of a union that would actually answer my phone calls, show up and help me."

— Makenna Musson, RN

I STAND WITH MY COWORKERS IN THE UNION WE'VE BUILT TOGETHER



Sign the petition at wearenuhw.org