

Dear RN Colleagues at St. Joseph Hospital of Orange

# Dues

# Promises



"Good luck with your efforts to unite and win a voice with CNA/NNU. We tried to unionize twice and won in 2001. We endured 2 union-busting campaigns where our hospital tried to spread the same old myths such as "dues are not worth the gains," "the union forces you to strike", "give us another chance", "join our Nurse Council; no need for a union" etc. Please contact me through our staff at (213) 359-3997 for any questions you may have."

*DeAnn McEwen*

by DeAnn McEwen, RN  
Long Beach Memorial Medical Center, ICU  
CNA/NNU Council of President

**\$68,555,010 ANNUALLY FOR THE UNION!**

**Q: How much are dues and what are the gains?**

A: Dues are about one hour of your base pay per pay period, (about 1% of salary per year) plus differentials, overtime or any other bonus pay. Typical gains which non-union nurses have won in their first contract have totaled 20%+ over 3 years.

**Get a guarantee in writing**

**Q: Are dues tax deductible?**

A: Yes. Dues are tax deductible when you itemize your IRS returns.

**Q: Are there any initiation or other hidden costs?**

A: No. RNs will not pay a cent until they have a contract that nurses have carefully reviewed and voted to accept. Nurses vote to to accept or reject the contract after calculating the total gains vs. the cost of the dues.

**Q: How are dues used to benefit nurses and patients?**

A: Representation, advocacy and education for RNs, our patients and our community. As the worldwide disaster relief program "RNRN", which dispatched over 200 nurses to assist in the relief efforts following Katrina and the Haitian Earthquake disasters. The "RNRN" also provides education. Helping other non-union nurses gain representation and pro-patient laws in many other states such as passage and protection of the Nurse-to-Patient ratios law.

**Close to 50% goes to organizing**

**Q: Who decides what will be negotiated into the contract for St. Joseph RNs?**

A: SJHO nurses decide. All eligible RNs will be encouraged to submit surveys listing their most important issues for improvement at SJHO. The nurses you elect for the RN Negotiating Team will prepare a complete contract proposal based on these surveys and negotiate with management.

**Q: How long can negotiations take?**

A: Several months on the average. Management typically tries to stall as long as possible to frustrate the RNs then blames the RNs Union for "taking too long" in an effort to erode support and divide nurses.

**THIS IS NOT ABOUT PATIENT CARE...**

**IT IS A MONEY MAKING MACHINE!**



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