



CALIFORNIA  
NURSES  
ASSOCIATION



NATIONAL NURSES  
ORGANIZING COMMITTEE

A Voice for Nurses. A Vision for Healthcare.

OAKLAND  
2000 Franklin Street  
Oakland CA 94612  
phone: 510-273-2200  
fax: 510-433-2790  
email: membership@calnurses.org

June 11, 2014



RE: Change in CNA Dues Cap Rate

**PLEASE NOTE: A copy of this letter was sent via Certified Mail to your Payroll Department.**

Dear Human Resources Director:

This letter is to inform you that the maximum monthly amount for dues or service fees will increase effective **July 1, 2014**. Since your facility deducts dues monthly, we have outlined the increases based on a monthly schedule, which are as follows:

**MONTHLY RATES:**

- Nurses who are paid for more than 52 hours per month will be charged 2.2 times their Base Hourly Rate, up to a maximum of \$130.88.
- Nurses who are paid for 52 hours or fewer hours per month will be charged \$65.44.

**Non-Members:**

- Those Bargaining Unit employees who choose to decline membership in CNA will pay a service fee equivalent to dues.
- Those Bargaining Unit employees who choose to decline membership in CNA and who file with CNA a proper objection to paying that portion of fees not directly related to representational activities, owe a service fee equal to 92.01% of the full dues amount.

Thank you. Please don't hesitate to contact Rahsaan Cruz, RCruz@calnurses.org or (510) 273-2255, if you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read 'Rahsaan Cruz'.

Rahsaan Cruz  
Membership and Data Services Department  
cc: Payroll Department



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