

How Much Will Rush Nurses Pay NNOC/NNU in Dues?



Here's what to know about the union's dues rate and what it means for RUMC nurses. ¹

Understanding the Cost of NNOC/NNU Dues:

- ❑ Dues are 1.015 x your hourly rate every two weeks (about 2.2 times your hourly rate per month).
- ❑ Dues come out after taxes - so your take-home pay is reduced by this amount.
- ❑ See the chart at right for details on dues for the average RUMC RN2.
- ❑ NNOC/NNU has tied dues to your pay rate. Every time you get a raise, so does the union.

NNOC/NNU Individual Dues for Average RUMC Core RN, 1.015/2 wks x \$51	
Avg. Monthly Dues	\$ 112.16
Annual Dues	\$ 1,345.89
Total Dues Over Three Years (Assuming 3% Merit)	\$ 4,160.01

That increase will cost an average nurse about **\$4,160 over three years, giving NNOC/NNU an additional \$7.61M in revenue.** That's real money that nurses could otherwise choose how to spend for themselves.

When applied to all RUMC nurses, these dues really add up!

With approximately 1,830 nurses paying dues, Rush nurses would likely be expected to pay NNOC/NNU **an estimated \$2.46M per year** and **an estimated \$7.61M** over the life of a three-year contract.

With so much at stake, it's easy to see why the union's organizers are so busy trying to mislead you. They want you to see *the union as a solution*. In truth, we believe NNOC/NNU *would only cause conflict and confusion* at RUMC.

Estimated Total Dues Paid by All Rush Nurses, Per Year and Over the Life of a Typical Three-Year Agreement	
Est. Annual Dues (yr 1)	\$2,462,978.70
Est. Total Dues Over Three Years (Assuming 3% Merit)	\$7,612,818.30

Are you willing to pay \$7.61M in dues to put all your wages and benefits on the bargaining table? Don't put what we have at Rush at risk. Vote no!

¹ Department of Labor, Online Public Disclosure Room, California Nurses Association 2020-2023 Philosophy Mission Statement Bylaws Standing Rules: https://olmsapps.dol.gov/olpdr/?_ga=2.118018697.1493543649.1641309675-1810630049.1641309675