

Union Dues Payments Can Impact Real Wage Increases



Soon, you will decide whether to have the NNOC/NNU as your paid bargaining representative. But you may be wondering, **“Will the cost of monthly union dues impact my real wage increases and take-home pay?”**

Real Wage Increases for the Average RUMC Core RN, 2021-2025

The average RUMC Core RN has received approximately 6% per year in increased wages, or 30% from 2021 to 2025, which is estimated in the table to the right.

A 30% increase is roughly \$26,180 in total base pay increases over 5 years (including merit, market and all awards).

Result of Wage Increases at Rush for RUMC Core RN, 2021-2025

Total Average Increase for RUMC Core RN	\$ 26,180
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What if you got the same increases, but had to pay union dues?

Now, assume the average RUMC Core RN would have received the same increases but also was required to pay 1.2% in union dues each year.

As you can see, after paying union dues, the real increases for RUMC nurses could have been much less.

Pro Tip: The union will likely respond by promising you more, but there are no guarantees in collective bargaining, which is why you should ask union organizers to put their promises in writing (as a guarantee).

Potential Impact of Union Dues on Wage Increases for RUMC Core RN, 2021-2025

Total Average Increase for RUMC Core RN	\$ 26,180
Deduct Union Dues of 1.2% Per Year	(\$ 5,550)
Real Average Increase for RUMC Core RN	\$ 20,630

Reminder: The information presented above is provided as an example. If the union is elected, management would bargain in good faith, but your wages would be determined by the collective bargaining process.