

HPAE 2016 CONVENTION

HPAE MEMBERSHIP DUES: WHAT YOU NEED TO KNOW

The HPAE 2016 Convention is October 6th and 7th in Atlantic City. Elected delegates from every HPAE Local will be coming together to make **important decisions about the future of our union** through a series of proposals, including:

1. **Strategic plan resolutions** for bargaining, new organizing, political action, and leadership development as we **rise to the challenge** of consolidation and corporatization of the healthcare industry and protect our rights in an anti-union political climate.
2. **Constitutional amendments** to align our mission and objectives with our strategic plan and to **improve internal governance** so that we can provide even more effective membership representation during challenging times.
3. An **increase in membership dues** to ensure that our **strategic plan is fully funded** and that we are not vulnerable to corporate-funded political attacks and legal challenges like “Right-to-Work for Less” laws and court cases designed to weaken our resources and power.

HPAE Membership Dues

Every organization needs money to effectively fulfill its mission and meet its responsibilities.

Union dues pay for all expenses of the union: membership representation and communication activities, staff, legal fees, arbitrations, union publications, events, local activities, and organizing expenses. All of these resources are used to enforce our contracts and strengthen our local unions.

Union dues are determined democratically. At our biennial conventions, delegates elected by the members discuss and vote on any changes to our union’s constitution and by-laws.

Currently, HPAE membership dues are 1.1% of your gross salary.

AFT Per Capita

A portion of our union dues is shared with our national union, the American Federation of Teachers, through monthly per capita taxes paid by our state federation to the AFT on your behalf.

Per capita monies pay for the broad AFT program of organizing, lobbying, collective bargaining assistance, professional issues, meetings and conferences and communications, giving us a voice in national healthcare and labor policy.

AFT Per capita taxes are currently \$18.78 per month for a full-time member, a rate determined by a vote of elected delegates every two years at our national union’s convention. Delegates at the 2016 AFT Convention in Minnesota recently approved a per capita increase to \$19.03 in 2017 and to \$19.28 in 2018.

PERCENTAGE VS. FLAT RATE

Prior to 2011, membership dues were 1% of gross pay supplemented by a flat rate of \$5.70 per bi-weekly pay period towards the per capita. In effect, when the two payments are combined, **lower paid members paid a higher percentage of dues**. Approximately 75% of our per capita taxes were paid directly by each member through separate payroll deductions.

In 2010, HPAE delegates voted to change our dues rate to 1.1%, with our union absorbing all future per capita increases.

This resulted in a reduction in dues for every member earning less than \$148,000. Members earning \$30,000 saved over \$700 in dues over the last six years; members earning \$90,000 saved \$350. During a period of economic hardship, stagnant wages, and increasing healthcare costs, the change made a tangible difference to the majority of our members.

DOING MORE WITH LESS

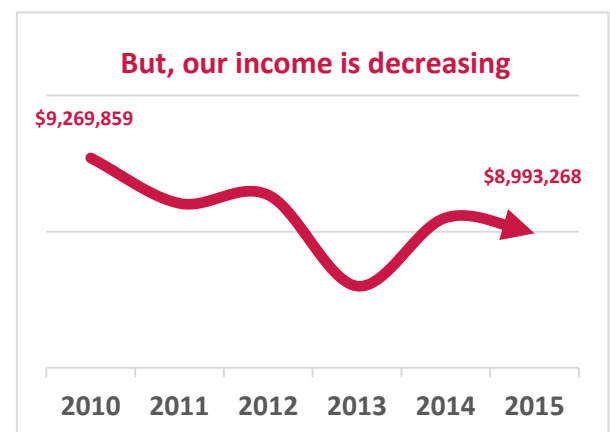
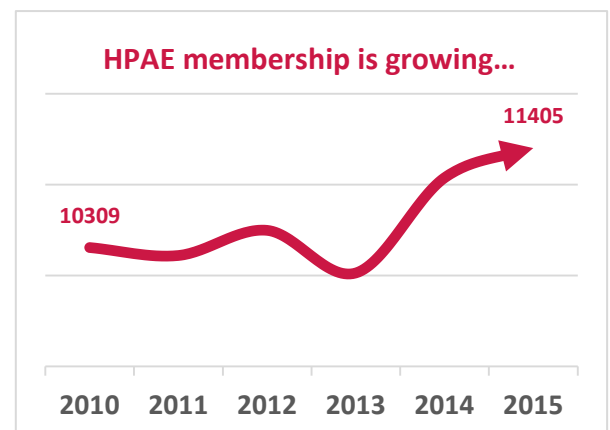
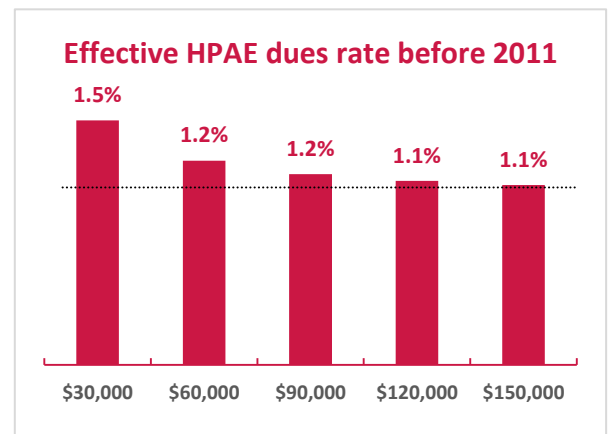
Since we changed our dues structure in 2010, we have faced state budget cuts, corporate take-overs, layoff threats, wage freezes, the gutting of regulatory agencies, frivolous litigation, and diminishing union density, while our employers grew more powerful through mega-mergers.

Despite the challenges, **we continue to fight and win**. We've preserved our recognition and contracts after the largest merger of hospital systems in New Jersey; we negotiated our first ever national master contract; we protected our members in one of the largest reorganizations of academic health nationwide; and we've negotiated contracts with new owners in the changing health care industry. We went back on the offensive, redoubling our efforts to the campaign for safe staffing and workplace safety. And, **we continued to grow**; organizing 100% of nurses in one of the state's emerging hospital systems.

FUNDING OUR FUTURE

Doing more with less has made us leaner and more effective, but at a cost.

Our State Executive Council has gone through great efforts to ensure our programs and strategic initiatives are funded and to approve responsible, balanced budgets. However, six years of operating with little to no surplus has made our union vulnerable in the event of inevitable



Source: Based on HPAE LM-2 Reports, 2010-2015

struggles, including legal battles, anti-union political attacks, organizing drives with significant employer opposition, contract campaigns, strikes, and large mega-systems and employers with seemingly endless resources. We simply need more resources to continue effective campaigns that gain ground for our members and communities against these larger forces.

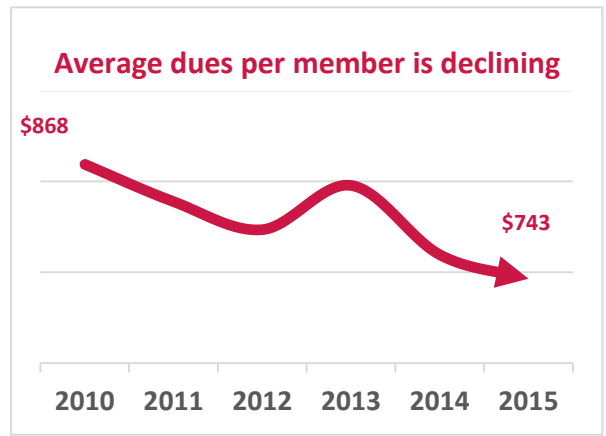
IT'S TIME TO RESTORE THE BALANCE

HPAE's State Executive Council is supporting a dues increase, and delegates at our upcoming convention will be asked to vote for an **increase in dues to 1.25%**.

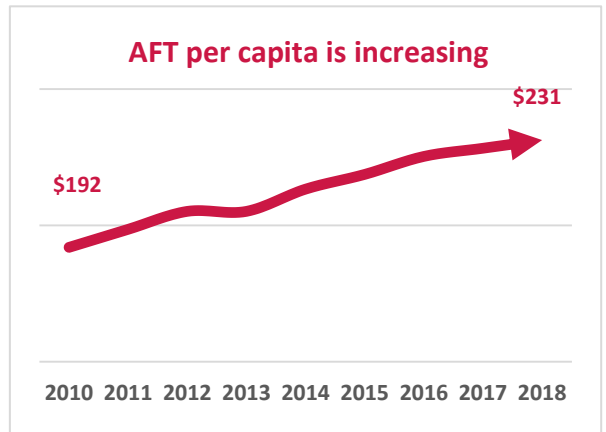
Without action by our delegates, HPAE will begin operating at a deficit to the detriment of our members; and the contractual and professionals standards we worked for so long to secure will be at risk.

We encourage all delegates to make an informed decision. Register for the convention and review all of the resolutions and amendments available at www.hpae.org/campaigns/convention2016.

HPAE has a strategic plan to **build our power, strength and capacity**. The approval of our constitution and bylaws changes and new dues rate is central to our future wins.



Source: Annual calculations based on HPAE LM-2 Reports



Based on per capita for a full-time member

Cost of dues changes per full-time member based on salary and hourly rate

If your annual salary is...	Or your hourly rate is...	Your current dues per biweekly pay period is 1.1%...	Your new dues per biweekly pay will be 1.25%...	The difference in dues per biweekly pay will be...	The difference in dues per hour is...
\$30,000	\$14.42	\$12.69	\$14.42	\$1.73	\$0.02
\$40,000	\$19.23	\$16.92	\$19.23	\$2.31	\$0.03
\$50,000	\$24.04	\$21.15	\$24.04	\$2.88	\$0.04
\$60,000	\$28.85	\$25.38	\$28.85	\$3.46	\$0.04
\$70,000	\$33.65	\$29.62	\$33.65	\$4.04	\$0.05
\$80,000	\$38.46	\$33.85	\$38.46	\$4.62	\$0.06
\$90,000	\$43.27	\$38.08	\$43.27	\$5.19	\$0.06
\$100,000	\$48.08	\$42.31	\$48.08	\$5.77	\$0.07
\$110,000	\$52.88	\$46.54	\$52.88	\$6.35	\$0.08
\$120,000	\$57.69	\$50.77	\$57.69	\$6.92	\$0.09
\$130,000	\$62.50	\$55.00	\$62.50	\$7.50	\$0.09
\$140,000	\$67.31	\$59.23	\$67.31	\$8.08	\$0.10
\$150,000	\$72.12	\$63.46	\$72.12	\$8.65	\$0.11