

HPAE MEMBERSHIP DUES: WHAT YOU NEED TO KNOW

At the HPAE 2016 Convention that was held on October 6th and 7th in Atlantic City, elected delegates from every HPAE Local came together to make **important decisions about the future of our union** through a series of proposals, including 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. These elected HPAE delegates voted to raise the dues from 1.1% to 1.25% of your gross salary.

HPAE Membership Dues

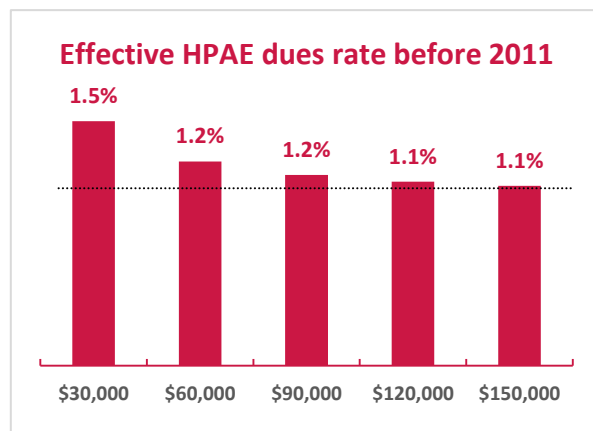
Every organization needs money to effectively fulfill its mission and meet its responsibilities.

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 conventions, delegates elected by the members discuss and vote on any changes to our union’s constitution and by-laws.

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 AFT per capita, which is the portion of our union dues that is shared with our national union, the American Federation of Teachers. 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 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.

WE NEEDED TO RESTORE THE BALANCE

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

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