It Pays to Look Past NNU Promises

- Regardless of what you may have heard, nothing is guaranteed with NNU. Collective bargaining is a negotiation process between a union and an employer over pay, benefits, and working conditions, and the final outcome may leave associates with more, less, or no change at all.
- Nurses represented by NNU at MWHC recently negotiated new terms to their existing contract with MedStar. When you look past NNU claims, the new contract delivers little change for MWHC nurses.

Economic	MWHC Nurses	Non-Union Nurses
Wage Increases	3% increase each year of 3-year contract. No opportunity for merit-based increases.	• Annual merit increases between 3.5% and 4.5% over the past 3 years. • Plus periodic market adjustments. • New compensation plan in July 2026.
Dues and Agency Fees	NNU unilaterally increased agency fees (the fees RNs have to pay to remain employed at WHC if they do not join the union as full members) to be the same as the dues charged to full members - a 13% increase from what they were paying. All full time MWHC nurses will now pay 2.2 times their hourly rate up to $2,042.64 per year.	• You don't have to pay union dues or agency fees to enjoy the benefits you have today.
Non-Economic	**MWHC Nurses**	**Non-Union Nurses**
Mandated Staffing Ratios	The updated contract does not establish any mandated staffing ratios.	• No mandated staffing ratios.
Workplace Violence Prevention	MWHC agreed to add an RN to the hospital Workplace Violence Prevention Committee.	• Nurses have always been included in the hospital Workplace Violence Prevention Committee.
Technology Assisted Nursing Care	NNU agreed to allow MWHC to deploy Technology Assisted Nursing Care that has already been shared at other hospitals (after a 60-day rollout and discussion period with NNU). MWHC can also design, test and deploy new Technology Assisted Nursing Care in the future.	• MedStar has already tested and deployed nurse-led and designed Technology Assisted Nursing Care at other hospitals to help nurses provide the best care possible to patients.
Paid Time Off (PTO)	No changes to PTO accruals, which are the same as the non-represented RNs at MedStar	• You get the same PTO as WHC RNs without having to pay dues or agency fees.
Bereavement leave includes grandparents	Before this contract, WHC RNs had a more limited bereavement benefit than non-represented employees.	• You get the same bereavement benefit as WHC RNs without having to pay dues or agency fees.

- While NNU may tell you otherwise, what you have today compares favorably to what NNU negotiated at MWHC and without any additional cost to you.
- Working together without a collective bargaining agreement allows for greater flexibility, collaboration, and more timely decision-making.

Is a Union Worth the Cost?

MedStar Harbor Hospital

Visit **https://mhhnursesfacts.net/facts-about-union-organizing/** for more information about unions and union organizing.

MedStar Health