Should You Trust NNU?

- During union organizing campaigns it is common to receive inaccurate or misleading information about what it means to unionize.
- We encourage you to seek facts and ask questions to better understand the potential impact of unionization on our hospital, our patients, and our working relationships with one another.

NNU Says	Facts
"NNU dues are only one hour of pay, per pay period"	• According to NNU, union members who are paid for more than 52 hours per month will be **charged 2.2 times their base hourly rate, up to a maximum of $170.22*.** • Union members who are who are paid for 52 hours or fewer hours per month will be **charged a minimum of $85.11*.**
"NNU will get you more Paid Time Off (PTO)"	• All benefits-eligible associates across MedStar Health system have the **same PTO accrual, including NNU-represented nurses at MWHC.**
"NNU secured 22% wage increases for MedStar St. Mary's Hospital nurses"	• **NNU does not represent nurses** at MedStar St. Mary's Hospital. • MedStar regularly reviews nurse compensation and **generally increases pay to remain competitive in the market and retain nursing staff,** especially amid ongoing staffing shortages and market pressures. • The pay increases reflect nurses' expertise, commitment, and the value they bring to patient care every day.
"NNU will secure mandatory nurse staffing ratios"	• Mandatory staffing ratios are **not part of the current MWHC contract with NNU**, nor part of the new tentative agreement. • Most union contracts **do not contain strict, unit-by-unit ratios.** • Mandatory, **fixed ratios reduce flexibility in responding to census**, acuity, and staffing availability.

* May 31, 2023, Letter from NNOC & NNU to MedStar Washington Hospital Center, entitled: RE: NNOC Dues Rate

MedStar Harbor Hospital

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

MedStar Health