

Policy on Annual Rate of Dues

The annual rate of dues shall be equal to two times the base hourly rate which shall not be less than the minimum rate set by the average of all step one hourly rates (x2) of all MNA collective bargaining scales in effect as of January 1st of the applicable year and not greater than the maximum rate set by the average of all step seven hourly rates (x2) of all MNA collective bargaining scales in effect as of January 1st of the applicable year. Such minimum and maximum rates shall not be less than the prior year and shall take effect as of July 1st of the applicable year.

Reduced Dues Categories

❖ Full Members

- Subject to verification, members who qualify for one of the following categories may elect to pay 75% of their applicable dues rate:
 - Health professional labor program member – any health care professional, other than a registered nurse, who is represented for purposes of collective bargaining by MNA
 - Limited hours labor program member – any Registered Nurse covered by a MNA labor program contract who has 988 or fewer hours paid in the preceding calendar year may apply to pay 75% of their annual rate of dues.
 - It is the responsibility of any registered nurse to submit an application to be considered for the 75% dues category on an annual basis. Applications must be received by April 1st of each year. Upon verification of eligibility based on hours paid in the prior calendar year, the member shall receive the reduced dues rate effective the following July 1st through June 30th.

- Subject to verification, members who qualify for one of the following categories may be eligible to pay 50% of their annual dues:
 - Registered nurses or Healthcare professionals who are not employed.
 - Registered nurses or Healthcare professionals who are on a leave of absence
 - Registered nurses or Healthcare professionals who are students in full time study.
 - New Graduates from a basic registered nurse or healthcare professional program –who apply within 6 months of graduation.
 - Members 62 years of age or over, working but not earning more than the social security threshold allows without tax penalty (whether or not you are collecting social security).

- Subject to verification, members who qualify for one of the following categories may be eligible to pay 25% of the minimum annual dues:
 - Registered Nurses who are 62 years of age or over and not employed.
 - Registered nurses who are totally disabled.

- Registered Nurses who are not eligible to be represented by MNA for collective bargaining may elect to join MNA with full voting rights paying the minimum annual dues.

- Subject to verification, individuals who have held MNA **membership** for 40 or more consecutive years may qualify for additional discount

- Any members whose eligibility for 25 percent or 50 percent dues categories changes within the membership year will neither be assessed additional dues nor be eligible for reduction of dues during that membership year.

It is the responsibility of each bargaining unit member/agency fee payer to notify MNA of changes in status, employment status, leave status, name, address, etc. within 30 days of the change, to assure proper credit and continuation of services. No refunds will be issued if the member fails to fulfill this requirement. Any changes which may result in refunds will be processed accordingly at the time of notification and will be retroactive, when appropriate, for a 30-day period only. Individuals may qualify for only one reduction at a time.