

How Your MNA Dues Are Put to Use

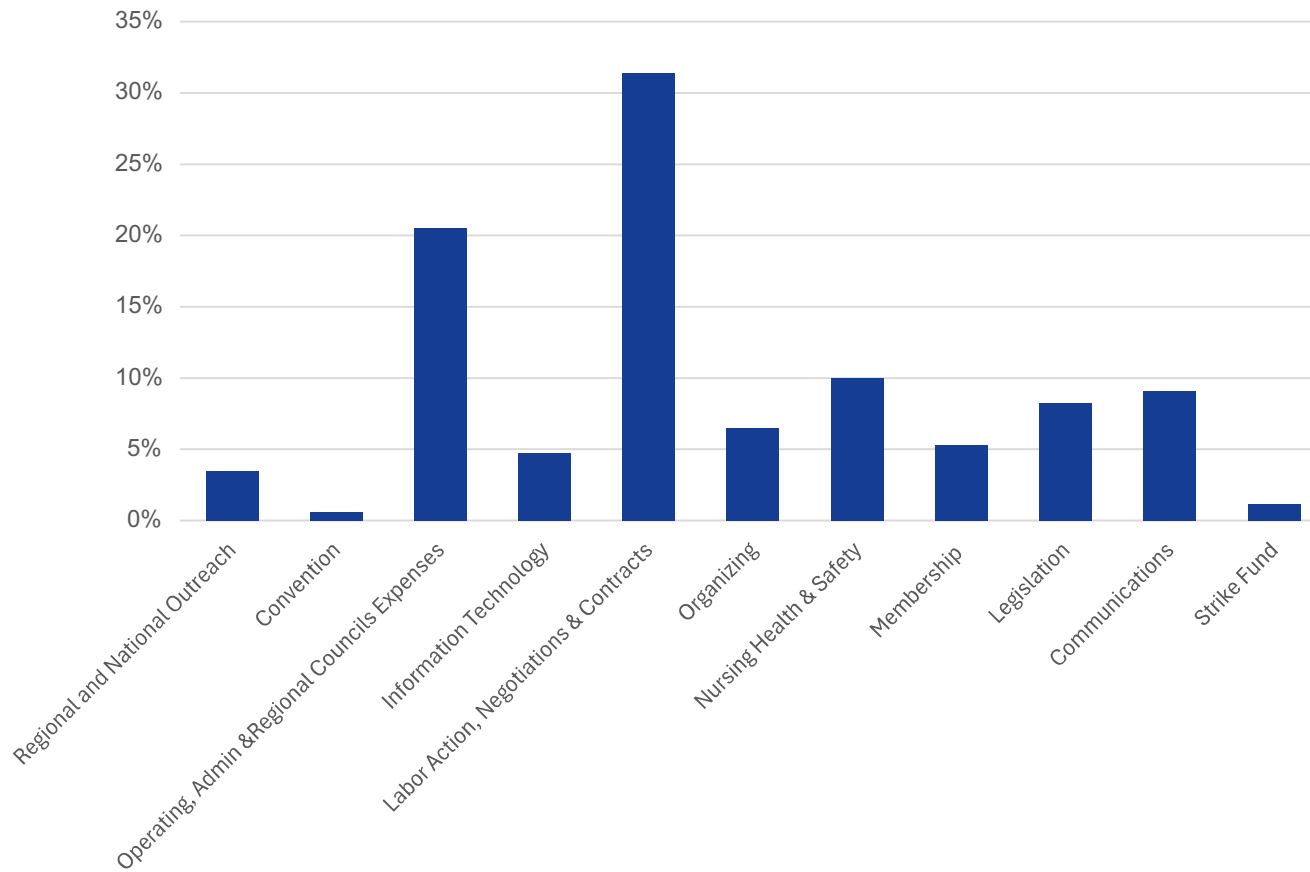
Across the Commonwealth MNA members have fought and won union contracts which have significantly increased wages to recruit and retain Nurses and Healthcare Professionals. These contracts have improved conditions in our hospitals for both our members and our patients. Many years ago MNA members voted to create a dues structure which results in an automatic review of the minimum and maximum rates of dues every year. This recalculation is based on based on all of the wage scales negotiated in MNA contracts across the state. The minimum dues is calculated as the average of all step 1 and the Maximum is calculated as the average of all step 7.

The annual rate for MNA members is based on the base hourly rates (excluding differentials) and the monthly member dues are calculated as 2 times the base hourly rate (2 hours of work for most MNA members).

This year because of the strong bargaining/negotiating work on behalf of all of our committees, the minimum and maximum dues rates will increase. As of July 1st the minimum monthly dues is now \$76.24, an increase of \$4.26 per month. The Maximum monthly dues is now \$96.42, and increase of \$4.66 per month. Please see the dues guide for additional information including addition if local unit dues where they apply.

Dues are how we fund our organization, stay in the fight and be the power behind our professions!

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Labor Action

- An experienced staff of labor negotiators, researchers, educators and organizers help members with all facets of workplace advocacy, negotiations, and contract compliance
- Educating members in labor practice and emerging issues
- Building community and political support for nursing and patient care issues

Operations/Administration/Regions

- Maintains five regional offices and Canton headquarters
- Assists with member initiatives

Division of Nursing, Health & Safety

- ANCC accredited with distinction provider of CE
- Provides thousands of hours of CE free to members
- Collaborates with the Congress on Nursing Practice
- Peer Assistance Program
- Collaborates with state agencies and health care organizations like the Board of Registration in Nursing, DPH, etc.
- Supports members with clinical nursing issues in the workplace
- Health and safety education
- Develops contract language for collective bargaining
- Develops legislation addressing health and safety

Public Communications

- Raises public awareness and support of nursing issues
- Member media training
- Designs and places advertisements to support member issues
- Produces the *Massachusetts Nurse Advocate* newsletter
- Operates the MNA website
- Works with bargaining unit members to produce newsletters, flyers, posters, pins, and other media tools
- Oversees the in-house print shop

Legislation and Government Affairs

- Initiates and supports sound legislation for nursing and health care: July, 2014 “An Act Relative to Patient Limits in All Hospital Intensive Care Units” bill passed; 2013 “Ban on Mandatory Overtime” bill passed; 2010 “Assault on Health Care Workers” bill passed.
- Lobbying and grassroots network of nurses promoting public policy advancing interests of nurses
- Monitor legislation in Massachusetts and United States related to nursing and health care.

Organizing

- Organizes nurses and health care professionals in Massachusetts and New England seeking a voice in their workplace
- Works collaboratively with other MNA divisions on member mobilization efforts and member initiatives
- Supports bargaining units with internal organizing efforts
- Mobile Unit support

Membership

- Welcomes member to the MNA
- Responsible for procuring non-contractual member benefits from vendors across the state
- Manage and oversee MNA elections
- Support member appreciation events
- Serves as resource for member questions

Regional & National Outreach

- Regional outreach for direct care RNs and HCPs
- National legislative support on RN staffing standards and ban on Mandatory Overtime
- Organize nurses seeking a voice in their workplaces across the North East
- National voice for health care and advancement of safe nursing practice
- Strengthen contract standards on a regional level