

Hawaii Nurses & Healthcare Professionals

October 2024



President's Message – Importance of Your Union Dues

Membership dues enable unions to do their job – fighting for and protecting the rights of workers. Dues are an investment that comes back to you through good contracts, quality education, and a wide range of union services with the representation at the core.

Around the country, **the average union dues are 1.5% of the gross salary.** Union members earn better wages and benefits than workers who aren't union members. “What I paid in union dues is very minor for the things I got – not being unjustly disciplined or fired; the pay and benefits; being treated fairly on overtime work; no favoritism; safety rules to keep us safe”...K.Turner (retired former union member). It has been said that the cost of belonging to a union is “a very wise and very sound investment when you consider what you get for your money”.

The recently approved dues increase for HNHP members will be approximately \$15.76/mo for RN Job rate, \$189.12 annually. While dues increased from \$627.60 to \$816.72, HNHP increased the wages for a 0.9 FTE RN by \$8,536.32 through across the board wage increases!

Looking at the numbers, a 0.9 FTE earns a gross annual income of \$127,408.32 (68.06 x 36 x 52) and will pay a total sum of \$816.72 annually, or **0.64% of our total salary for dues.** In comparison to other unions, we pay **less than half** the national union dues average.

2025 Bargaining Dates:

National

May 6, 7, 8 – Kick off

June 3, 4, 5

July 15, 16, 17

August 19, 20, 21

September 30

Local

March 12 – Virtual Kickoff

Union Dues– Building Power and Advocacy

- **Funding Core Union Activities**
- **Collective Bargaining and Contract Negotiations**
- **Member Services & Benefits**
- **Advocacy & Lobbying Efforts**

Membership Dues & Strike Fund

At Hawaii Nurses & Healthcare Professionals, we are committed to being transparent about the dues increase, the decision to increase them, as well as the implementation of a strike fund. Our dues will increase from \$52.30 (RN/NP/HH) or \$46.36 (RT) per month to your “Hourly Base Rate” x 1 as determined on the Kaiser demographic report and your KP Timecard (one hour of your base pay per month, this will vary slightly from employee to employee). See chart below that reflects the dues of various Hawaii Unions in comparison to HNHP. We understand that a dues increase may raise questions, so we want to ensure you are fully informed about how these funds are managed and how they directly benefit you.

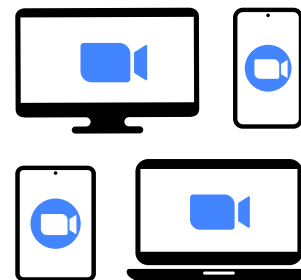
Union Dues Schedule

Union	Dues	Frequency	Annual	Initiation Fee	Strike Fund
HNHP	\$52.30	Monthly	\$627.60	\$100	
HNA	\$56.30	Monthly	\$675.60	\$125	
Local 5 ¹ (\$20/hr FTE)	\$29 ³	Bi-Weekly	\$754.00	\$125	\$6
Local 5 (\$35/hr FTE)	\$41	Bi-Weekly	\$1,066	\$125	\$6
UNAC / UHCP ²	\$86.67 ³	Bi-Weekly	\$2,253.42	\$100	

³ Estimated value as wages vary across unions and their affiliates

Source: <https://www.dol.gov>

We will be hosting an informational session via Zoom on Friday, October 4, 2024 at 8 p.m.
Register to join using the link in your email.
Hope to “see” you there!



Wages & Bonuses



On Sunday, September 29, 2024, the **2% across the board (ATB) hourly wage increase** was applied to your hourly wages that you and HNHP fought for through the “Wage Up, Staff Up, Partner Up” campaign. **Be sure to check your Oct. 18th paycheck to ensure you received the increase!!**



In addition, you will be receiving a **2% Lump Sum Payout** in November. Eligibility rules require that you must be active in an Alliance bargaining unit (you qualify as an HNHP member) as of September 28, 2024. The 2024 lump sum payout is 2% of eligible earnings between pay period 21 in 2023 through pay period 20 in 2024. Earnings include regular and overtime hours worked including special differentials, premiums like holiday pay, among others. **Lump sum payouts will be paid in your November 15th paycheck – just in time for the holidays!! Last year's avg payout was \$2500.**

Mahalo Christina and a warm Aloha to Norberto



Christina Kaoh, Alliance Director, has accepted a new position within the Alliance & will be relocating to California. Her vast knowledge has made a positive impact for our HNHP members. Her guidance and approachability have made a lasting impression, especially for the APRs. We have been fortunate to learn from her and know that she is still accessible to field questions related to retirement and benefits offered through the National Agreement. We wish her well on this new chapter of her career.

Let us bid warm welcome to Norberto Gomez, new Hawaii Alliance Director. He is the former VP of THE United Steel Workers (USW) 7600. He has over 16 years of experience with USW. We believe that his knowledge of the labor movement will only benefit our members as we continue to work to make the Labor Management Partnership at KP successful.



HNHP Stewards in Action



Signing on the dotted line to be a CAT Member



Face Adversity, Find Opportunities



We are proud to report on the recent steward training aimed at empowering our frontline leaders as CONTRACT ACTION TEAM MEMBERS. The CAT Training was provided by Julie Kwiek and Norberto Gomez from the Alliance of Healthcare Unions. The training covered topics such as having effective 1:1 conversations with members and identifying key priorities for bargaining. Following the training, our stewards have wasted no time putting their skills to the test. In the week that followed, several stewards took immediate action by rounding within their respective areas, and throughout the hospital and clinics, recruiting CAT Members, communicating with members, and gaining their feedback.

Together, through strong stewardship, we will continue to grow.



Bridge
Unify
Innovate
Lead
Deliver



Norberto Gomez, new Hawaii Alliance Director, sharing valuable information to HNHP Stewards

Julie Kwiek, Alliance Deputy Executive Director, providing CAT Training to HNHP Stewards



WE NEED YOU!



Hawaii Nurses and
Healthcare Professionals



CONTRACT ACTION TEAM

GET INVOLVED AND MAKE A DIFFERENCE!

There are many ways to be involved at your worksite, and at bargaining.

**Join our Contract
Action Team
Today! Contact
your Steward or
HNHP
Officer/Board
Member
to sign up and help
disseminate info
related
to 2025
bargaining!**



Collect input on important issues from co-workers.



Attend and turn out co-workers for meetings and events to support national and local bargaining.



Keep colleagues updated on negotiations progress.



Support the bargaining team on key issues.

Yes!



I want to be a member of the Contract Action Team (CAT) as a point of contact for my area. As a CAT member, I commit to inform my colleagues, share bargaining updates, gather feedback and mobilize my co-workers to support our efforts to win a fair contract.

Name: _____

Cell Phone: _____

Unit/Dept: _____

Shift: _____

Worksite/Medical Center: _____

HNHP Bargaining Unit: _____

Personal Email: _____

Classification: _____



I give the Alliance & HNHP permission to utilize my photograph in union media and communications.

More Resources

Text "START" to (844) 228-0237 to opt-in to text message updates from your union

Recruited by: _____ (print full name)

Processed by: _____

Contact Us

808-664-6364

www.hnhp.org

