



Answers to Frequently Asked Questions About the HNHP Membership Application

1. HOW MUCH ARE OUR MEMBERSHIP DUES AND WILL THEY CHANGE?

- As promised during the HNHP Campaign, we are keeping the same dues structure.
 - Our dues and initiation fees are all the same today as they were the day before the election for HNHP.
- HNHP leaders cannot and will not unilaterally change dues.
- ***Our dues will only change if a majority of our members vote for a change in dues.***
 - Only members in good standing can vote in those elections.

2. WHAT MONTH WILL DUES BE COLLECTED FOR?

- The NLRB certified our new union on Dec. 26, 2019 for Home Health RN's & RT's and on Jan. 8, 2020 for our Hosp/Clinic members. ***We immediately began representation, collective bargaining, and enforcement of status quo after certification of each group.***
 - HNHP would be justified in charging members for the whole month in which HNHP provided representation (Jan 2020).
 - **BUT**, we also understand that HNA has repeatedly refused to refund members' dues for the 22+ days that they were not representing Kaiser Hosp/Clinic RN's/NP's.
 - **AND** we are members too. We don't want any of our members bearing the burden of double dues.
 - Thus, even though we have been on the job since December 26, 2019 for **Home Health RN's and the RT's - HNHP will collect dues from January 1, 2020** for this group.
 - Since certification on January 8, 2020 for the **Hospital/Clinic RN's & NP's, we have pledged to our members to only begin charging dues starting from February 1, 2020.** This makes it even more critical that all members step up and ensure we have adequate funding for our representation.

3. HOW ARE OUR MEMBERSHIP DUES BEING USED?

- Unlike many brand new unions, HNHP inherited a status quo that must be protected, bargained, negotiated, and enforced starting on day one.
- Enforcement of status quo is our right, but it is not free. Our dues are already being actively used to enforce our rights:
 - Starting on the very day the NLRB notified Kaiser of our certification as the new union, we have been grieving, enforcing, communicating, negotiating, and bargaining over:
 - termination of employees, enforcement of new policies, improper unilateral actions and changes in status quo regarding: scheduling, contract interpretation, policy enforcement, management rights ambiguities, and protection of collective action rights.
- We are already busy prepping for negotiating with management over our new local agreements.

4. HNHP ANNOUNCED JOINING THE ALLIANCE. WHAT DOES THAT MEAN?

- HNHP's membership in the Alliance of Health Care Unions means that we are eligible to sign on to the Alliances' National Agreement with Kaiser and secure all our major benefits under that Agreement.
- Joining the Alliance requires being a member of HNHP.

- Joining HNHP requires:
 - Employment for 30+ days in one of the 3 bargaining units represented by HNHP
 - Completing and signing a valid membership application
 - Paying all dues and a membership initiation fee (if applicable).
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5. ARE OUR DUES NEEDED TO ENSURE WE ARE IN THE ALLIANCE?

- Our dues are needed to ensure that all costs and fees associated with Alliance membership are paid.
 - Our dues also ensure that we do our part in:
 - Supporting the Alliance's National bargaining on our behalf, and
 - Ensures that LMP-funded benefits are available to us.
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6. WHAT BENEFITS DO WE GET UNDER THE ALLIANCE'S NATIONAL AGREEMENT?

- The Alliance's National Agreement is similar in scope to past National Agreements. It secures the following significant benefits for our members:
 - Ben Hudnall Memorial Trust (BHMT)
 - Across the board (ATB) wage increases
 - Employment Income Security Agreement (EISA)
 - Active/retiree medical pensions
 - Labor Management Partnership (LMP) programs like:
 - the work of unit based teams (UBTs)
 - Performance Sharing Program (PSP)
 - Workforce Planning & Development (WFPD) - Work of the Future
 - Shared Services
 - as well as many others.
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7. DO I NEED HNHP TO BE A MEMBER OF THE ALLIANCE?

- Employees working in our bargaining units cannot be Alliance members without HNHP being their collective bargaining representative.
 - All RN's, NP's and RT's identified by the NLRB to be under HNHP scope that are working for Kaiser in Hawaii should be members of HNHP. HNHP membership makes us members of the Alliance too.
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8. HOW MUCH IS THE INITIATION FEE TO JOIN HNHP AND WHAT IS IT USED FOR?

- Most unions charge an initiation fee to newly qualified members joining for the first time.
 - These initiation fees are used to help offset the administrative costs associated with orienting, onboarding, training, and tracking new members.
 - As promised during the HNHP Campaign, we are keeping the same dues structure. Our dues and initiation fees are all the same today as they were the day before the election for HNHP.
 - Because so many of us already paid initiation fees in the past to HNA, HNHP has tried to be fair by waiving initiation fees for those employees to make it easy and economical to onboard them and manage their dues payments.
 - Members will not be charged initiation fees if they:
 - Return a completed membership form by March 1st, 2020.
 - Finish 30 days of employment prior to Jan 1st, 2020
 - And thus should have already paid an initiation fee to the old union and should have received onboarding/training from the old union, and
 - Provide a valid ACH payment form by March 1st, 2020
 - Helping us avoid the significant administrative costs of cashing checks and tracking payments outside of the ACH system.
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9. IS THE INITIATION FEE DUE IN ONE PAYMENT NEED TO PAY INITIATION FEES?

- Initiation fees must be paid in one payment.
 - All “benefited” employees are expected to pay dues and initiation fees, unless the same are waived in writing, as with the initiation waiver conditions specified above.
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10. CAN YOU EXPLAIN WHAT MEMBERSHIP MEANS FOR BENEFITS AND REPRESENTATION?

- Until you satisfy union membership requirements, including full payment of all required union dues and fees, you are not a member of HNHP.
 - You can only be a member of the Alliance through HNHP.
 - Only union members can speak as representatives and stewards or otherwise have voice or say in internal union activities and matters.
 - Only union members can vote in union elections held to decide important matters like:
 - Dues increases, Staffing proposals, Organizing activities, Union elections, Collective bargaining positions and proposals, Ratification of CBA and TAs
 - Only HNHP union members can take full advantage of HNHP membership programs and perks.
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11. WHY SHOULD I FEEL GOOD ABOUT PAYING MY DUES?

- Many new unions do not have a status quo to enforce and thus usually focus only on bargaining a new contract and protecting organizing rights.
 - HNHP has stepped into our existing bargaining units that has terms and conditions that need enforcement.
 - We have always paid our dues to fund enforcement and bargaining. We must keep doing so.
 - Union representation rights are protected by law, but it is not a free entitlement.
 - Grievances cost money, as does NLRB litigation, negotiation, and strong contract bargaining.
 - Our dues also cover expenses related to supplies, organizing materials, legal representation, IT equipment and services, Alliance affiliation fees; salaries and expenses for labor support representatives; printing, postage, and educational materials; costs incurred in avoiding and resolving disputes, etc.
 - It is everyone’s duty and obligation to pay the necessary fees to our union to protect the rights and benefits that we all benefit from. Most contracts negotiated in Hawaii include a “union security clause” which requires your union dues to be paid and current in order to keep your job. Your previous contract with HNA included that same clause.
 - The great news with HNHP is that just about every penny of each dues dollar we pay is focused on and dedicated to: Addressing Kaiser issues, Supporting our Kaiser members, and Ensuring that we are protecting and improving working terms and conditions for us: the Kaiser RNs, NPs and RTs in Hawaii!
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12. DO I NEED TO PROVIDE MY BANK INFORMATION?

- Automated Clearing House (ACH) payments from your bank account are the cheapest, securest, and most efficient way to ensure our dues are properly paid.
 - Manual checks and other forms of payment will require the use of our dues monies to pay people to manually receive, record, track, and deposit each payment each month.
 - Those monies are better spent on enforcing status quo and strong bargaining.
 - HNHP is committed to ensuring the confidentiality, and security of our members’ personal information.

- All persons handling our private banking information must meet strict confidentiality, impartiality, and security standards.
- We have retained independent qualified professionals who meet strict confidentiality and security standards to process our dues payments and handle our information.
- Paying professionals to securely process, track, and deposit manual checks is expensive.
 - This is the biggest reason for waiving initiation fees for those who provide valid ACH forms.
 - Initiation fees will be needed to help pay for the administrative costs and time required by manual dues payers who are unable to provide ACH information.
 - This is similar to banks and other companies providing customers with discounts and other incentives for going paperless.
- Once we reach an agreement with Kaiser for withholding dues from our paychecks, we can transition those of us who want that, but until then: ACH is the cheapest and most secure process available.

13. WHAT HAPPENS TO OUR MEMBERSHIP FORMS AFTER THEY ARE TURNED IN?

- Our Treasurer and our secure payment processing professionals are responsible for your forms and the private information contained in them.
 - No co-workers or other personnel who do not have fiduciary or non-disclosure obligations to HNHP and its members will have access to your forms or your information.
 - Your information will be provided to the bank for processing when transactions are made each month.
- It may take a week or two for the first withdrawal to be made.
 - We will send out a notification email when the bank informs us that they are able to make withdrawals.
 - After initial withdrawals are established and set up, regular monthly withdrawals are expected to occur on or shortly after the 5th of each month.
 - HNHP will provide members with advanced written notice if that withdrawal date changes.

14. CAN I MAIL A CHECK EVERY MONTH TO PAY MY DUES?

- See the answers to FAQ 12 above.
- While we would prefer to spend dues on enforcement and collective bargaining rather than paying administrative fees for processing and administering manual checks, we understand that a few members simply do not have bank accounts and must pay with other means.
- If you have a checking account but prefer to mail in your manual check each month, please ensure your payments reach HNHP on time by the 5th of that month. There is an administrative late processing fee of \$15. Also, any payments returned for insufficient fees will incur a \$35 return item charge.
- Members willing to help minimize administrative and processing costs by paying at least six months of dues up front with one check, can have the deadline for qualifying for a waiver of the \$100 initiation fee delayed for six months or more.

15. WHAT PAYMENT TYPES ARE ACCEPTED IF I PAY MY DUES MANUALLY EVERY MONTH?

- Again, while it is cheaper and more convenient for you and everyone else if you pay by authorizing ACH payments from your checking account, you can pay dues with cash, check, or money order.
- While we are not currently set up to accept credit and/or debit card payments, we will let you know once that functionality is securely set up and running.

16. HOW LONG WILL IT TAKE BEFORE OUR DUES CAN BE DEDUCTED FROM PAYROLL See

answers to FAQ #12 above. We will let you know as soon as we get an agreement with Kaiser for deductions of dues from our paychecks.

17. HOW DO I ASK QUESTIONS & TURN IN FORMS IF I CAN'T BE AT AN IN-PERSON SESSION?

- Be on the lookout for future announcements for scheduled in person membership application sessions or you can turn them into any interim HNHP officer or trusted steward.
 - In the meantime, you can email your forms and questions to info@hnhp.org where your information will be securely stored and processed and an HNHP representative will be glad to answer your questions.
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