

# AFFILIATION:

## WHAT IT CAN OFFER US



**The Hawaii Nurses and Healthcare Professionals Executive Board voted unanimously to affiliate with the 1.8 million-member AFT.** Now the final decision is up to you. A simple majority of members must vote yes to allow for affiliation. Voting will take place on Saturday, Dec. 6, and Sunday, Dec. 7. As you decide, **consider some of the benefits affiliation can offer us:**

### ✚ **The AFT is the fastest-growing healthcare union in the country, and the second-largest nurses union in the AFL-CIO.**

Affiliation would make HNHP members part of a larger community of AFT colleagues including more than 3,000 faculty (including nurse educators) in the University of Hawaii Professional Assembly. We'd also be part of the Hawaii AFL-CIO, a large and growing labor community.

### ✚ **The AFT is already a trusted partner.**

HNHP works closely with the AFT through the Oregon Federation of Nurses and Health Professionals (which represents more than 4,500 members employed by Kaiser). Through the Alliance of Health Care Unions, we make key decisions together and bargain our national agreement. We're working now with the AFT to pass a safe staffing bill in Hawaii (like those the AFT has helped pass in Oregon, Washington state and Connecticut).

### ✚ **Affiliation would bring us a wide range of resources, including support with:**

policy and professional issues; organizing; legal services; research; communications; negotiations; occupational safety and health; and the political, regulatory and legislative clout of one of the largest unions of professionals in the AFL-CIO. It also includes financial support in every area—from bargaining, to the AFT's Militancy Fund, to natural disaster assistance.

### ✚ **We'd have new professional development opportunities.**

The AFT is an accredited provider of continuing nursing education. We'd have access to the full suite of AFT online and in-person PD resources, including some tailored specifically for HNHP by AFT experts. These include professional development programs and conferences, and exciting nursing continuing education programs through the AFT's e-learning community.

### ✚ **As AFT members, we'd receive individual AFT and AFL-CIO benefits too,**

including life insurance, disability payments, death benefits, I.D. theft protection, automobile service calls, strike and lockout benefits, scholarships, professional occupational and liability coverage, free trauma counseling for members who experience trauma in their personal lives or at the workplace, and a wide range of discounts on products and services, among others.

### ✚ **We'd keep our local identity, constitution, leadership, decision-making power and everything else.**

The AFT constitution guarantees each of its more than 3,000 affiliates full, ironclad independence and autonomy.

### ✚ **Affiliation would be a financial boon for HNHP.**

While HNHP would pay per capita costs to the AFT, these would be phased in over five years. The resources and financial investment we'd receive from the AFT would begin immediately and far exceed the amount that the AFT would receive from us in per capita payments.

**Together, HNHP and the AFT can do more here in Hawaii than either of us could do alone. And that's why our two unions are joining forces—BECAUSE WE'RE STRONGER TOGETHER.**