



# THE FACTS ABOUT FORMING OUR UNION

## **WHY FORM A UNION?**

There's a good reason why over 450,000 healthcare workers have joined 1199SEIU, and why thousands more are joining every month. 1199SEIU is the largest union specifically for healthcare workers nationwide. The healthcare workers of 1199SEIU have used our strength and unity to achieve better wages with guaranteed raises, affordable healthcare, retirement security, more paid vacation and sick days, no-cost educational opportunities, better staffing, job protections and respect.

## **WHAT HAVE HEALTHCARE WORKERS WON BY FORMING A UNION WITH 1199SEIU?**

Our colleagues at institutions throughout Massachusetts, New York, Maryland, and Florida have unified under 1199SEIU. With 1199SEIU, they have won significant improvements, including affordable healthcare, respect on the job, a secure pension, and more.

## **HOW WILL MANAGEMENT REACT?**

Right now, management controls all the power, money and decisions. Workers have no voice. When we form our union, management will have to share decision making and resources with us, the workers. This is difficult for management to accept, so often they will try to stop us with misinformation, scare tactics, and rumors. But time and time again, healthcare professionals have shown that if we stand together in courage and unity, our voices will be heard.

## **HOW MUCH ARE DUES?**

Dues are 2% of monthly base wages (not including OT or differentials) and are capped at \$125 a month for our highest wage earners. We do not start paying dues until we have voted to approve a contract. There are no initiation fees for any employee hired before we vote for and ratify our first contract. Members are proud to pay dues, because we are combining our resources as workers so we can have the strongest voice to improve our jobs.

## **WHAT IS A CONTRACT?**

A contract is a legally binding document which guarantees job improvements in writing. Without a union, workers have no contract, and management determines everything about your job. When workers join 1199SEIU, we sit down with management and, with the help of union experts, negotiate a contract to win raises, better benefits, job protections and other improvements. All nurses then have the opportunity to vote on whether or not to accept the contract. Every single healthcare CEO has a contract, why shouldn't we have the same security?

## **WHO IS "THE UNION"?**

The union is us—healthcare workers who join together in our workplace for a voice. All important decisions in 1199 are made by members, such as voting on contracts and electing union leaders. 1199 is one of the most democratic unions in America, and the active involvement of members is supported and encouraged in all areas of our union.