

# Should You Trust NNU?

- During union organizing campaigns it is common to receive inaccurate or misleading information about what it means to unionize.
- We encourage you to seek facts and ask questions to better understand the potential impact of unionization on our hospital, our patients, and our working relationships with one another.

## NNU Says

## Facts



**“NNU dues are only one hour of pay, per pay period”**

- According to NNU, union members who are paid for more than 52 hours per month will be **charged 2.2 times their base hourly rate, up to a maximum of \$170.22\***.
- Union members who are who are paid for 52 hours or fewer hours per month will be **charged a minimum of \$85.11\***.



**“NNU will get you more Paid Time Off (PTO)”**

- All benefits-eligible associates across MedStar Health system have the **same PTO accrual, including NNU-represented nurses at MWHC**.



**“NNU secured 22% wage increases for MedStar St. Mary's Hospital nurses”**

- **NNU does not represent nurses** at MedStar St. Mary's Hospital.
- MedStar regularly reviews nurse compensation and **generally increases pay to remain competitive in the market and retain nursing staff**, especially amid ongoing staffing shortages and market pressures.
- The pay increases reflect nurses' expertise, commitment, and the value they bring to patient care every day.



**“NNU will secure mandatory nurse staffing ratios”**

- Mandatory staffing ratios are **not part of the current MWHC contract with NNU**, nor part of the new tentative agreement.
- Most union contracts **do not contain strict, unit-by-unit ratios**.
- Mandatory, **fixed ratios reduce flexibility in responding to census**, acuity, and staffing availability.

\* May 31, 2023, Letter from NNOC & NNU to MedStar Washington Hospital Center, entitled: RE: NNOC Dues Rate

**MedStar Franklin Square  
Medical Center**

Visit <https://mfsmcnursesfacts.net/facts-about-union-organizing/> for more information about unions and union organizing.



**MedStar Health**