

What is “union security?”

Why does it matter?

The “union security” clause in the union contract at MWHC, requires NNU-represented nurses to pay dues or fees just to keep their jobs at MWHC.

4.5 Maintenance of Membership/Agency Shop*

(a) All bargaining unit members are required to pay either Union dues or agency fees. Any Nurse who fails to pay such dues or agency fees shall, within thirty (30) calendar days following receipt of written demand from the Union to the Hospital requesting his/her discharge, be discharged, if during such period, the required fees have not been tendered.

NNU dues are 2.2 times your base hourly wage every month up to a maximum of \$170.22. Dues are deducted from your after-tax take home pay.

Look at how dues could impact your pay:

Monthly Dues

=

Up to \$170.22

Annual Dues

=

Up to \$2,043

**Dues paid over a
three-year contract**

=

Up to \$6,128

Would you pay union dues to keep your job?

* Collective Bargaining Agreement between NNU and MedStar Washington Hospital Center, March 1, 2023 to Feb. 28, 2026

**MedStar Southern
Maryland Hospital Center**

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



MedStar Health