

### Who is MNA/NENA?

The Massachusetts Nurses Association is a federation of individual, hospital-based unions (currently at 85 different facilities) that exists for sharing experience and resources so nurses and other healthcare professionals can raise standards across the board. MNA and other unions formed the Northeast Nurses Association (NENA) to collaborate across the region and help more nurses and healthcare workers organize unions. As there isn't yet a New Hampshire nurses union, we are starting one as a branch of MNA/NENA, but DHMC nurses will make all decisions about our own hospital and contract.

The MNA budget is proposed by the MNA Board, made up of working staff nurses elected by the different regions (MNA President Katie Murphy is a staff nurse at Brigham & Women's Hospital, for example). Every member has access to the proposed budget and nurses from every unionized hospital attend the annual MNA convention to discuss, debate, amend, and vote on the budget and organizational priorities. Our dues will go toward things like ensuring we have professional legal assistance in negotiating and enforcing our contract (including arbitration), renting a local office and/or meeting spaces, printing contracts and newsletters, and organizing continuing education opportunities. Unlike Dartmouth, there are no millionaire CEOs at the top giving themselves massive bonuses, and the process is transparent and controlled by us, the nurses.

## UNION DUES: MYTH vs FACT

Dues are how we fund our organization, to ensure we can continue winning and enforcing key improvements to staffing, safety, wages, benefits, and other working conditions. We don't start paying dues until we've negotiated our first contract and every nurse gets a vote on whether or not to approve it; only after we start receiving any raises and other benefits we negotiated would we start chipping in a little of what we've won to fund our union. We would never negotiate or approve a deal that was a loss for us.

Dartmouth Nurses Alliance is forming as a New Hampshire chapter of MNA/NENA. MNA/NENA dues for nurses outside the state of Massachusetts are 2x the base hourly rate of the entry step of the contract, per month.\* So for example, at the current DHMC starting rate of \$35/hour, our dues rate would be \$70/month. If we had the UMass wage scale, with its starting step of \$37.51/hour, our dues would be \$75.02/month. All nurses would pay this rate, except for part time or per diem nurses who work 988 or fewer hours per year, who pay 75% of normal dues.

This dues rate would increase only slightly each year, as our entire wage scale would get regular cost of living raises. Administration has been circulating an upper dues range that would not apply to us, as some of MNA's operating expenses go towards influencing Massachusetts state healthcare regulations, which would not apply to us. But even those slightly higher rates pale in comparison to how far behind we are in wages.

Administration never cared about how we spent our money before. Next time an administrator or an anti-union consultant tries to lie about union dues, ask them: **If we didn't stand to gain, why would they be trying to stop us?** 🤔

\* [www.massnurses.org/wp-content/uploads/2024/04/MNANENADues.pdf](http://www.massnurses.org/wp-content/uploads/2024/04/MNANENADues.pdf)



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# By the Numbers: IT PAYS TO BE UNION



### When nurses organize, we gain power.

Administration knows that, which is why they've hired high-priced anti-union consultants to try to stop us. These consultants claim to be "educators," meeting with staff and training our managers on talking points, but much of the "objective" information they are spreading is outright wrong. Each consultant is being paid \$3,500/day plus expenses,<sup>1</sup> and as Dartmouth has reportedly hired at least 12 consultants, that is over **\$42,000 PER DAY** to fight our union. Wouldn't that money be better spent on patient care? Lately, they've been talking a lot about union dues, the money we all chip in to have a strong organization. Let's see what that money buys us.

UMass Memorial Medical Center in Worcester, MA, is comparable to Dartmouth in a lot of ways.

	UMMMC	DHMC
Teaching hospital and Level 1 Trauma Center	640 beds	504 beds
Net Assets	\$828 million <sup>2</sup>	\$869 million <sup>3</sup>
Cost of Living median home list price (March 31, 2024)	\$388,100 <sup>4</sup> Worcester	\$472,000 <sup>5</sup> Lebanon

But UMass nurses have the increased bargaining power of a union, while DHMC nurses don't.

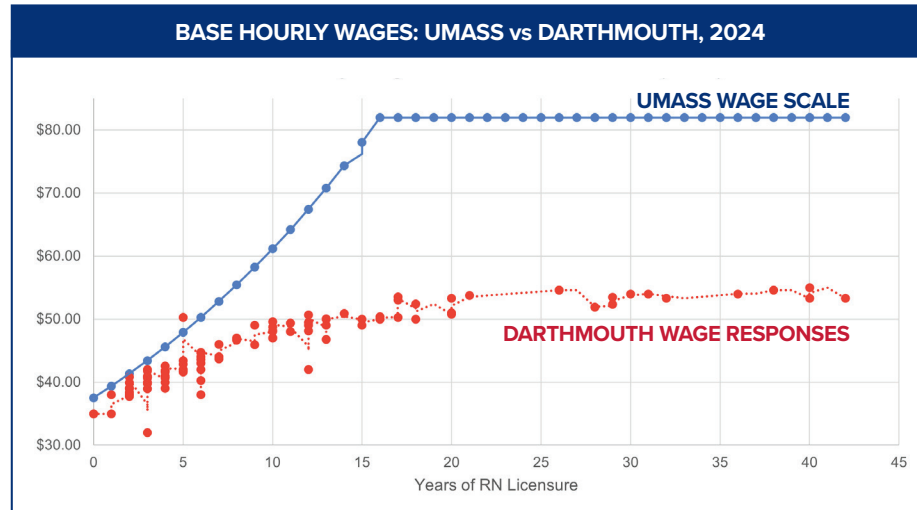
**SO HOW DO OUR WAGES STACK UP?**



# UNION NURSES CAN DEMAND MORE

Years of Licensure	DHMC Avg. Wage
0	\$35.00
1	\$36.50
2	\$38.84
3	\$39.79
4	\$41.07
5	\$42.21
6	\$42.80
7	\$44.56
8	\$46.82
9	\$47.48
10	\$47.95
11	\$48.68
12	\$47.86
13	\$48.95
14	\$50.86
15	\$49.50
16	\$50.12
17	\$52.25
18	\$51.20
20	\$51.67
21	\$53.77
26	\$54.57
28	\$51.92
29	\$52.90
30	\$54.00
31	\$54.00
32	\$53.30
36	\$54.00
38	\$54.57
40	\$54.15
42	\$53.30

Since DHMC doesn't (yet) have a fair and transparent union wage scale, we surveyed over 100 nurses to map out what current pay patterns look like. Below are the results for full-time and part-time staff RNs, case managers, and educators. Compare to the blue line, which is the 2024 base hourly rate for nurses at UMass, based on their years of experience as RNs.



The UMass system facilities are each moving to Year 3 of their current contract's wage scale between April 9 and June 9 of this year. Nurses move up the steps as they gain years of experience, and the entire scale gets an adjustment every year. Step 1 is for RNs with 0 years of licensure/experience, and so, for example, an RN reaches Step 5 after 4 years of experience, Step 6 after 5 years, and so on. The highlighted path shows the three year wage growth of an RN with 4 years of experience at the start of the current contract.

New grads make \$2.51 more per hour at UMass than DHMC. After 5 years, that difference rises to \$5.68, and after 10 years, \$13.19. DHMC nurses with 40+ years of experience responded that they were capped at \$54-55/hour, while the current top step at UMass for RNs with 16+ years of experience is \$81.95, a difference of \$28 per hour! UMass nurses are never capped, with the top step rising every year. Less than 4% of DHMC nurses surveyed said they receive fair raises every year.

UMASS WAGE SCALE (2024 highlighted)						
	Y1 Smooth	5% Y1 ATB	Y2 Smooth	5% Y2 ATB	Y3 Smooth	4% Y3 ATB
1	\$32.71	\$34.35	\$34.35	\$36.07	\$36.07	\$37.51
2	\$34.35	\$36.07	\$36.07	\$37.87	\$37.87	\$39.38
3	\$36.07	\$37.87	\$37.87	\$39.76	\$39.76	\$41.35
4	\$37.87	\$39.76	\$39.76	\$41.75	\$41.75	\$43.42
5	\$39.78	\$41.77	\$41.77	\$43.86	\$43.86	\$45.61
6	\$41.77	\$43.86	\$43.86	\$46.05	\$46.05	\$47.89
7	\$43.86	\$46.05	\$46.05	\$48.35	\$48.35	\$50.28
8	\$46.06	\$48.36	\$48.36	\$50.78	\$50.78	\$52.81
9	\$48.35	\$50.77	\$50.77	\$53.31	\$53.31	\$55.44
10	\$50.77	\$53.31	\$53.31	\$55.98	\$55.98	\$58.22
11	\$53.32	\$55.99	\$55.99	\$58.79	\$58.79	\$61.14
12	\$55.99	\$58.79	\$58.79	\$61.73	\$61.73	\$64.20
13	\$58.81	\$61.75	\$61.75	\$64.84	\$64.84	\$67.43
14	\$61.16	\$64.22	\$64.53	\$67.76	\$68.08	\$70.80
15	\$63.61	\$66.79	\$67.43	\$70.80	\$71.48	\$74.34
16	\$66.15	\$69.46	\$70.46	\$73.98	\$75.05	\$78.05
17	\$68.80	\$72.74	\$73.63	\$77.31	\$78.80	\$81.95



**HARD TO BELIEVE?** We know! Scan this QR code to check our work and see a year-by-year breakdown.



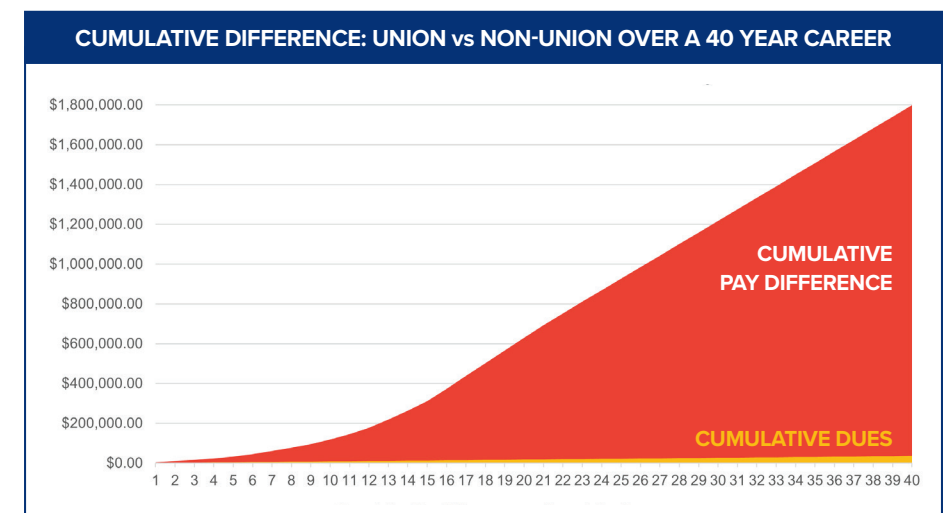
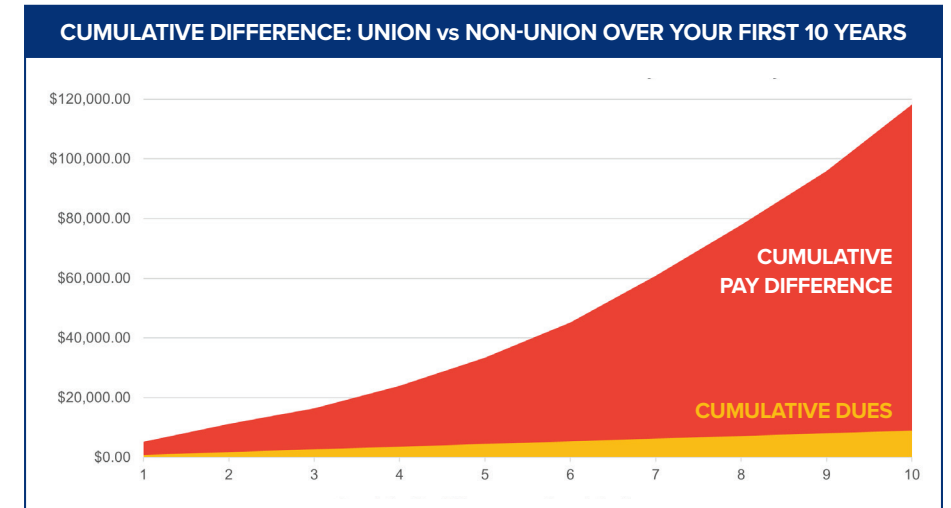
Remember, this isn't Boston, it's Worcester, where the average home price is LOWER than in Lebanon. Even if we only closed half the gap in our first contract, think about what that could mean for our families—not to mention improved recruitment, retention, and staffing!

With the MNA/NENA dues structure for nurses outside of MA (see back for more info), our dues would be \$75/mo if we were paid on the UMass wage scale. We are a LOT more than \$75 per month behind. **Comparing DHMC to UMass, the difference in wages is:**

- Over 5x more than dues for new grads
- Over 10x more than dues for RNs with 5 years of experience
- Over 30x more than dues for RNs with 10 years of experience
- **Over 60x more than dues for RNs with 16+ years of experience**

If DHMC nurses were paid the same as UMass nurses, then a nurse would make \$118,237 more over the first ten years of their career and pay a total of \$9,000 in union dues in that time, for a total difference of **\$109,237 more over ten years!**<sup>6</sup>

**Over the course of a 40 year career, a UMass nurse will earn \$1.7 million more than a Dartmouth nurse, even after taking out union dues!**



<sup>1</sup>"The fee for consulting is \$3500.00 per day per consultant plus reasonable travel expenses." <https://laborlab.us/db-schenker-usa-enlists-union-busting-consultants/>  
<sup>2</sup> <https://projects.propublica.org/nonprofits/organizations/912155626/202322239349300642/full>  
<sup>3</sup> <https://projects.propublica.org/nonprofits/organizations/20222140/202311299349301411/full>  
<sup>4</sup> [www.zillow.com/home-values/14724/worcester-ma/](http://www.zillow.com/home-values/14724/worcester-ma/)  
<sup>5</sup> [www.zillow.com/home-values/32462/lebanon-nh/](http://www.zillow.com/home-values/32462/lebanon-nh/)  
<sup>6</sup> Using the 2024 wage scale and dues rate for all further years, assuming cost of living raises only keep pace with inflation. In reality, DHMC raises have historically been less than inflation while UMass raises have been more, so the difference is likely to grow over time.