According to CNA, there are two ways to calculate dues:

CNA Bylaws (Monthly at 2.2 times)

"Section 3. Dues...

B. The amount of dues for CNA shall be **2.2 times the individual members' base hourly rate per month**..."

Source: US Department of Labor

CALCULATION

$68 (base) x 2.2 x 12 months =

$1,795.20 per year

CNA Dues Increase Letter (Bi-Weekly at 1.015 times)

"...Bi-Weekly Rates:

- Nurses who are paid for more than 24 hours **per two-week pay period will be charged 1.015 times their Base Hourly Rate** up to a maximum of $91.48."

Source: 2026 July CNA Dues Increase Letter

CALCULATION

$68 (base) x 1.015 x 26 weeks =

$1,794.52 per year

Remember: No matter how they calculate it, you pay, and the union gains. VOTE NO.

Providence
St. Joseph Hospital

California Nurses Association
National Nurses United
A Voice for Nurses. A Vision for Healthcare.

OAKLAND
155 Grand Avenue
Oakland CA 94612
phone: 800-287-5021
fax: 510-663-1625

June 17, 2026

[redacted]

RE: Update in CNA Dues Cap Rate

Dear Payroll Department:

This letter is to inform you that the maximum amount for dues payable by the Registered Nurses represented by the California Nurses Association (CNA) employed at your facility will increase effective **July 1, 2026.** Since your facility is on a bi-weekly payroll cycle, we have outlined the updated rate based on a bi-weekly schedule, which is as follows:

Bi-Weekly Rates:

- Nurses who are paid for more than 24 hours per two-week pay period will be charged 1.015 times their Base Hourly Rate up to a maximum of **$91.48**.
- Nurses who are paid for 24 or fewer hours per two-week pay period will be charged 0.5075 times their Base Hourly Rate up to a maximum of **$45.74**.

Non-Members:

- The service fee rate, for those Bargaining Unit employees who choose to decline membership with CNA, is **91.39%** of the member dues rate.

Please forward this information internally to any necessary staff so that the appropriate payroll deductions may be made on a timely basis. In the meantime, feel free to contact me directly should you have any questions.

Sincerely,

Torey Campbell
Membership Department Manager
National Nurses United/California Nurses Association
[redacted]