

# You Decide: The Cost, Part 2 - Dues

**HPAE – nurses’ union – dues are expensive.** Our Nurses paid the HPAE millions of dollars in dues over the years. Here are the totals over the last four years:

Year	Total Dues Deductions	Average Individual Dues Per Year
2019	\$1,420,288.61	\$1,181.60
2020	\$1,452,048.57	\$1,019.70
2021	\$1,653,113.84	\$1,038.39
2022	\$1,912,977.49	\$1,135.30
Grand Total	<b>\$6,438,428.51</b>	

Some facts about HPAE dues:

- HPAE has collected more in dues from Cooper Nurses each of the last four years.
- Despite collecting nearly \$500,000 more in dues than four years ago, HPAE has not lowered member dues.
- HPAE – the nurses’ union – will receive more dues, from our technical team members if those team members join the union.

What does HPAE do with all that money? What will the nurses’ union do with the additional money collected in dues from Cooper’s technical team members?

Current HPAE dues are 1.25% of team members’ gross income. That includes overtime, bonus, and any other money Cooper pays to you. In essence, the more you work and make, the more they take. Below is a sample of what you might pay in dues at different pay rates and bonuses.

Hourly Rate (FT Annual)	Overtime (25%)	Bonuses/ Incentives	Total	1.25%
\$25hr (\$52,000)	\$13,000	\$1,500	\$66,500	<b>\$831.25</b>
\$35hr (\$72,800)	\$18,200	\$1,500	\$92,500	<b>\$1,156.25</b>
\$45hr (\$93,600)	\$23,400	\$1,500	\$118,500	<b>\$1,481.25</b>

**Remember, that’s your hard-earned income.**

Ultimately, **you decide** if paying your hard-earned income in dues will be worth it.