

# QUESTIONS

## to Ask Union Organizers

Union organizers make a lot of promises when they are trying to get your signature on an authorization card or get your support, but they offer few guarantees.

Here are questions you should ask Pennsylvania Association of Staff Nurses and Allied Professionals (PASNAP) union organizers when they ask for your signature or support:



1. Does PASNAP represent any home health employee?
2. Is it true that PASNAP would require me to pay up to \$85 every month in dues?
3. How much will dues be?
4. Why has PASNAP already scheduled \$20 dues increases for the next 3 years?
5. What happens if I decide not to pay dues?
6. PASNAP has increased employees' dues nearly 60% over the last 7 years. Will you guarantee, in writing, that you will get us a 60% pay increase?
7. Does PASNAP have the right to increase dues?
8. If PASNAP takes us on strike, will the union reimburse us for 100% of our lost wages?
9. Can I lose my job if I go on strike with PASNAP?
10. If we vote in PASNAP, is it possible to lose the benefits I have now?
11. Will you guarantee, in writing, that PASNAP will give us better retirement benefits than we have now?
12. If we vote in PASNAP but don't like it, can we easily go back?
13. Can you provide a copy of your Constitution and By-Laws so I can understand the amount of fees and fines?
14. Does PASNAP have the right to make Penn Medicine at Home change my manager?
15. How much money will PASNAP make from our dues if Penn Medicine at Home is unionized?
16. Can you explain why *The Philadelphia Inquirer* reported that PASNAP's former executive director and two other former employees misappropriated over \$300,000 of union funds?

For more information, visit [KnowTheFactsPMAH.org](https://www.knowthefactsPMAH.org)

