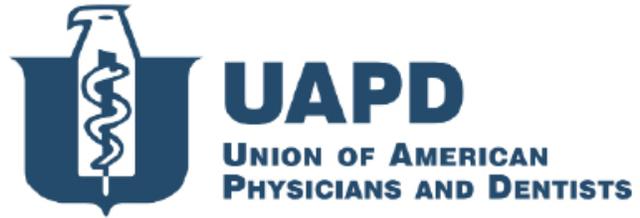


All Doctors Need A Union



THE UNION OF AMERICAN PHYSICIANS AND DENTISTS (UAPD) is a tough and effective labor organization which has successfully represented doctors for more than 40 years. UAPD has extensive lobbying, research, legal, negotiating and organizing resources to support its efforts on behalf of doctors. Here are the answers to some frequently asked questions.

WHO CAN JOIN UAPD? All employed doctors have the right to join a labor union and bargain collectively over their salary, benefits and working conditions. UAPD already represents thousands of fully-licensed doctors, more than any other union. UAPD members work in family medicine, psychiatry and in every other specialty.



WHAT CAN A UNION DO? UAPD protects against the erosion of the medical profession by giving doctors a real voice in the workplace. When you negotiate, your current salary, benefits, and working conditions are the baseline. Starting from there, most groups focus on improving compensation, ensuring adequate staffing, and protecting the professional judgment of doctors. But there are no cookie-cutter UAPD contracts – each group of doctors negotiates a unique agreement that addresses their needs in their own way. No contract goes into effect until it is ratified by a majority of local members.

HOW MUCH ARE DUES? UAPD dues are .9% (nine-tenths of one percent) of your base salary. No dues are charged for overtime pay, and dues are prorated for part-time workers.

WHERE WILL MY DUES GO? Back into services for you. UAPD uses dues to pay our highly qualified staff, who stand ready to provide the best representation to all UAPD members. Dues money funds member education and communication, as well as our highly effective political action department, which lobbies on behalf of working doctors like you. UAPD also uses dues money to maintain affiliations -- most importantly with AFSCME and the AFL-CIO -- that are essential to negotiating good contracts.

IS A UNION WORTH THE COST? Yes. UAPD's organizing and negotiating skills can raise your salary by much more than what you will spend on dues. That's why thousands of doctors have chosen, and stick with, UAPD.

WHEN WILL MY DUES START? As a newly organized group, you will not begin paying dues until your group ratifies its first UAPD contract. That means you get to decide if and when dues are paid -- if you don't think the negotiated contract is good enough, your group can vote it down and never pay anything.

QUESTIONS? Visit www.uapd.com, e-mail uapd@uapd.com, or call 1-800-622-0909.