



Representing the Staff of The American Nurses Association

Contract Update
February 8, 2006

WBNG – ANA Contract Negotiations

ANA Makes Its First Contract Proposals to ASU... Finally!

(A Dirty Ground Rule Double to Right Field? Will It Roll Foul?)

Some good news, and some bad news from the first *real* bargaining session... The good news is ANA *has* begun to negotiate.

THAT’S THE GOOD NEWS FOR NOW. THE BAD? READ ON, AND READ CAREFULLY: WE’LL NEED TO HEAR FROM YOU LATER AT THE NOON-TIME MEETING OF THE BARGAINING UNIT... MEETING (THURSDAY FEB 8, 12:00 NOON TO 1:00PM, ROOM 4A/B)

REMEMBER THOSE “DIRTY GROUND RULES” WE NOTED IN THE JAN. 19 LONG PINK NEWSLETTER? THOSE HIGH-HANDED LIMITS AND CONTROLS PROPOSED BY THE ANA NEGOTIATORS ON THE NUMBER AND MIX OF THE MEMBERS OF YOUR NEGOTIATING TEAM? ON ACCESS TO INFORMATION ABOUT THE NEGOTIATING PROCESS? THAT STALLED REAL NEGOTIATIONS FOR MORE THAN A WEEK? NOW THE ANA TEAM WANTS TO PUT SOME OF THESE UNNECESSARY CONTROLS ON THE BARGAINING PROCESS INTO THIS NEW CONTRACT!

We’ll go over the details of all this at our **meeting on Thursday Feb 8, 12:00 noon to 1:00PM, Room 4A/B**. Before that, though: you should know ANA’s negotiators have offered some changes to our 2006–2008 contract. In particular, they propose:

- **Exhaustion of Sick Leave** – And once this occurs, ending the Leave Without Pay option **and** charging remaining sick days against an employee’s accrued vacation time...
- **Changes to Family Medical Leave** – More hours may be required before you’ll qualify...and only allowing you to be out 12 weeks from the 16 weeks we have currently.
- **Limits on Career Development** – No roll-over of your career development funds...
- **End of Sabbatical Leave** – A standard policy of paid leave for professional development to be eliminated...
- **Time-Off After Convention and HoD** – For those who work these events, no days off after Convention, and only one day after HoD...
- **Special Note on Honoraria and Outside Activities & Employment** – We also need to hear from those of you who are affected by Articles 18 and 19. Some yet-to-be-seen changes are possible.)

- **Notice a theme here? Some tightening of various belts here and there? Whose belts? How might these affect you? *What might we expect once the talks turn to compensation and benefits?***

Remember, though: these are just their first proposals. Now it's our turn to make our counter proposals and move things forward.

We of your Negotiating Committee need to know:

What you — the members of the bargaining unit — think of these proposals,

WE'RE LESS THAN A WEEK AWAY FROM THE END-DATE OF THE 2004–2006 CONTRACT. WE NEED TO MOVE QUICKLY AND CONFIDENTLY. HELP US TO HELP YOU TO HELP ALL OF US! PLEASE ARRIVE AS PROMPTLY AS YOU CAN IN ROOM 4A/B, HIGH NOON ...

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