



Representing the Staff of The American Nurses Association

Contract Update

February 14, 2006

BARGAINING MEETING AT 12 NOON
ON FEB 15TH
CONFERENCE ROOM 4A & B

WBNG – ANA Contract Negotiations **“SHAME ON THIS HEALTH CARE ORGANIZATION”**

*Leading Health Care Organization to Shift Health Care Costs Onto
WORKING FAMILIES.
HAPPY VALENTINES DAY from ANA!!*

What did ANA management get you for Valentine’s Day? Flowers? Chocolates? A Kiss on the cheek? **NO!** Instead of sending Cupid or even candy, ANA Management sent the Grim Reaper to deliver **Lower Actual Wages*** and **Higher Health Care Costs** to you for Valentine’s Day.

- **ANA Management proposed a wage increase BELOW the annual cost of living increase.** While Social Security recipients received a cost of living adjustment of 4.1% in 2006, ANA employees are only offered a mere 2% wage increase by ANA Management. This means you will actually be able to buy less with your money in 2006, than you could in 2005. You thought you were losing gas money by having to drive to Silver Spring. Now in 2006 you’re losing even more! But read on, it only gets better.....
- **“While ANA agrees with the need to rein in skyrocketing health-care costs, these cuts should not shift the burden of payment onto the middle class,”** cited from a 2/1/06 ANA Press Release. ANA says one thing in public but does another in private. In an attempt to save the organization money, ANA management proposes to shift health care costs from ANA to middle class working family. ANA Management proposals would increase employee premiums between 1.7% and 13%--dramatically more for working families.
- **In an attempt to save the organization money, ANA Management wants employees to pay a higher proportion of health care costs.** Although all employees will pay more for health insurance under ANA’s plan, working families will bear the brunt. **If you have Family Coverage under the BluePreferred (PPO) your premium will increase \$2676 a year or \$103 MORE per pay period, for a WHOPPING payroll deduction of \$535 per month.** The percentage that you pay increases from 19% to 32%---in contrast, the total premium only increases \$31 per month. **If you have Family Coverage under the Opt Out Plus HMO, your monthly deduction would increase to \$348. This is a HUGE cost shift, and ANA is saving money on the backs of working families.**
- **If it already seems like Cupid has passed you by this Valentine’s Day, just wait until you put all the pieces together.** Let’s assume you make \$50,000 a year. With a normal cost of living increase (4.1%), you would make an additional \$2050 in 2006. **HOWEVER**, with ANA’s insulting wage increase you will only get \$1000 additional (\$38 per pay period—barely enough to buy your manager a box of chocolates). This isn’t the worse of it. Add in the increased family health insurance premiums, and you actually **LOSE \$65 per pay period or \$1690 per year.** No wonder so many people hate Valentine’s Day.

- **It's a good thing you are already working at ANA, because new hires are worth less to ANA than current employees.** According to ANA Management's proposal, all employees hired after July 1, 2006 will receive 65% less in pension payments than current employees. Are these employees worth less than current employees? Is this ANA's 3/5 compromise?

WHY DOES ANA CLAIM TO BE A LEADING HEALTH CARE ORGANIZATION WHILE SHAFING ITS EMPLOYEES? ANA MUST TREAT ITS EMPLOYEES AND THEIR FAMILIES FAIRLY!

*COMPARED WITH STANDARD COST OF LIVING INCREASES