



Representing the Staff of The American Nurses Association

Contract Update
March 8, 2006

WBNG-Local 32035, Association Staff Union Ratifies Contract 58-1

The Guild and management reached a tentative agreement on March 7 at 9:30 pm. The contract highlights of this agreement are:

- ⊙ The Union's proposals for sharing the increased costs of health insurance premiums with ANA (50/50) were accepted, with slight modification. The acceptance of this proposal prevented excessively increased health care costs from being shifted to union members and insurmountable burdens being imposed on employees with family coverage.
- ⊙ A one percent (1%) ratification bonus will be paid to each employee in 2006. This bonus will be paid in one lump sum, not added to regular base or matched for 401K purposes.
- ⊙ Each employee who has completed one (1) year of service in 2006, 2007, and 2008 will receive a 3% increase in their regular pay annually, effective the day after ratification:
 - Employees with less than one year of service will receive a prorated increase.
 - Any employee whose salary is above the maximum for their grade will receive an amount equal to 25% of the increase in a lump sum not added to his/her regular rate in lieu of the increase provided above.
- ⊙ The Guild won against ANA's proposed take backs on FMLA.
- ⊙ Each employee will be granted a Holiday for their birthday during each of the three years of the contract.
- ⊙ Problems with increased workloads that are imposed on current employees (**in excess of one month duration**) because of a vacant position will be **referred** to the Compensation Committee **for resolution**.
- ⊙ Increased time gained for telecommuting 3 days a month, if appropriate for the job position or project assignment.
- ⊙ Tuition assistance reimbursement increased to up to \$4,000 (from \$3,500).
- ⊙ Pay differentials for employees on call were increased to the rates of:
 - \$300 per month
 - \$30 per day
- ⊙ Unit members gained easier access to his or her personnel file.
- ⊙ Nutritious snacks will be stocked in employee lounges at off-site meetings.
- ⊙ The Guild won against proposed take backs on sick leave exhaustion and sabbatical leave, reverting back to the original contract language.
- ⊙ 5 extra days to review policies proposed by management.
- ⊙ Issues discussed in the Labor Management meetings will be given a reasonable timeframe for review and resolution.
- ⊙ Probationary period for ALL employees is 120 days.
- ⊙ HR policies will be kept in a central location.
- ⊙ More flexibility in choosing outplacement counseling firms.