



WBNG – ANA Contract Negotiations  
January 19 – February 14, 2006

# “DIRTY GROUND RULES”

## ANA REFUSES TO PAY FOR US TO PLAY...

On the first day of WBNG-ANA contract negotiations, bargaining between parties **DID NOT EVEN BEGIN**, because ANA would not agree to basic ground rules typically used in labor contract negotiations. Among other conditions, ANA insisted on:

- Trying to limit and control the number and mix of WBNG bargaining team members. ANA management wanted to cut the number of registered nurses at the table from (2) to (1). **\*\*When in fact nurses are not only employees but also bargaining union members and represent the workforce of the “American Nurses Association”.**
- Refusing to pay for half of the time spent in negotiations for any number over (5) of bargaining team members. Most of the WBNG negotiations team members are exempt employees who can make-up any work hours missed. **\*\* Even though the past 3 contracts we have had an average of 8 bargaining team members. While ANA in the past has paid over \$70,000 for an arbitration, along with paying between \$250 - 500 per hour in attorney fees for an outside attorney to bargain YOUR union contract.**
- Preventing WBNG members who are not part of the bargaining team from attending and listening to negotiation sessions. **YOU have a right to listen to proposals made and watch YOUR bargaining team at work.**
- No disclosure of proposals or discussions at the bargaining table being made to the media, community, CMAs, AOMs, ANA, and CMA members. **\*\* This will make it so that we are unable to communicate any information to YOU or any members represented by the GUILD about the negotiations proceedings; when in fact many people represented by WBNG are employees of the media, including the Washington Post, the Baltimore Sun and Bureau of National Affairs (BNA)**

## WHAT IS ANA TRYING TO HIDE THAT THEY HAVE TO LIMIT AND CONTROL ACCESS TO INFORMATION ABOUT THE NEGOTIATING PROCESS?

If ANA is so worried about paying for half of the negotiating time for WBNG members, why did they spend the money to hire a lawyer from the outside when they have in-house attorneys? ANA also seems to prefer paying thousands of dollars for employee grievance processes rather than providing for fair and open contract negotiations.

To support the WBNG team during contract negotiations, we are calling for all members of the bargaining unit to:

- **“WORK TO RULE” – MEMBERS SHOULD TAKE THEIR MORNING BREAK AT 10:30 AND AFTERNOON BREAK AT 3:00 P.M. DURING THE TIME PERIOD OF NEGOTIATIONS: JAN. 19, 24, FEB. 1, 8, 10, 13 & 14.**
- **POST YOUR BULLETIN UP AT YOUR WORKSTATION IN SUPPORT OF YOUR NEGOTIATIONS TEAM.**

