



**Washington-Baltimore Newspaper**

# **Guild @ BNA**

**Contract Update # 4**

Dec. 16, 2009

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## **BNA MUM ON HOW MUCH HEALTH INSURANCE CHANGES WOULD SAVE WHAT HAPPENS TO INSURANCE FOR CURRENT RETIREES? BNA: NONE OF YOUR BUSINESS**

Guild bargainers Tuesday pressed BNA for how much its proposed premiums, co-insurance, and sharply higher co-pays would save the company, but BNA didn't have an answer.

When asked what effect— if any — its retiree health care proposals would have on current retirees, BNA chief bargainer Chris Marlin and outside counsel Susan Wiltsie adamantly refused to say. Marlin said the Guild didn't have the right to such information because the Guild doesn't represent retirees.

The Guild believes it does have the right to know the intention of BNA's proposals regarding current retirees because it bargained for the benefits retirees currently enjoy.

Marlin did say that even though employees have been told (via an email from HR and the open enrollment packet) that there would be no premiums in 2010, premiums still are possible next year.

Marlin also said that if health care changes enacted by the government result in lower costs, it wants to direct the savings to BNA's bottom line, not to reduce premiums or other costs for employees. BNA is proposing to eliminate the current contract provision requiring bargaining over any healthcare changes that would be mandatory under new legislation.

In other areas, BNA proposed increasing from ten to 15 days of sick leave an employee could use each year to care for a spouse or parent. The Guild has proposed increasing the total to 20 days.

While still proposing to exclude new hires from participating in the defined benefit pension plan, BNA altered its proposed 401(k) match for those individuals. BNA now proposes a dollar-for-dollar match on the first 1.5% contribution of an employee who is not in the defined benefit plan. For an employee making \$50,000 a year, that would mean a \$750 dollar retirement savings contribution by BNA.

BNA also withdrew a tuition aid proposal that would have left to BNA's "sole discretion" decisions about whether to grant that aid.

Bargaining will be in recess until January.

### **GUILD MEETING**

Members and nonmembers welcome

**Thursday, Dec. 17**

**Noon-1 p.m.**

**First Floor Conference Center**

**Agenda: Your reaction to BNA contract proposals**

Rockville employees can participate by phone from the 2nd floor, small training room

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