



BNA REVISES PREMIUM PROPOSAL NO NEW WAGE PROPOSAL

BNA Tuesday revised its health insurance proposal by eliminating the proposed premium for employees with no dependents.

Under BNA's revised proposal, employees with one dependent would pay \$341 a month, and employees with family coverage would pay \$612 per month. On top of that, any employee with a spouse who could get full insurance at his or her employer would pay a \$150 monthly spousal surcharge.

BNA continues to push for co-insurance of 20 percent. Under that proposal, in addition to paying premiums, employees would pay 20 percent of the cost of medical services such as medical tests, hospitalization, and surgery. The co-insurance would kick in after deductibles were met -- \$600 for one dependent, \$900 for families.

Individuals, even though they wouldn't have to pay a premium, would have to pay the co-insurance after meeting a \$300 deductible.

BNA said it would be willing to keep the Kaiser plan, which it previously had wanted to scrap, but with premiums of \$144 for individuals, \$341 for employee plus one, and \$612 for a family. Kaiser users also would have to pay the \$150 spousal surcharge.

BNA did not make a new salary offer, and still proposes a \$750 lump sum payment in 2010 instead of a salary increase, a 1.5% salary increase in 2011, and 2% in 2012.

BNA's health insurance proposals came in response to the Guild's offer to shift some medical costs to employees to address BNA's concern that increasing health costs are threatening the bottom line.

The Guild proposed last week a 3 percent co-insurance, a \$25 spousal surcharge, and increased co-pays for mail order prescriptions.

The Guild also said it was willing to change the way Medicare retirees get supplemental health insurance by providing a stipend to pay for Medigap coverage.

The Guild has not addressed how big a stipend would be needed to provide comparable coverage to what is now provided to retirees. The Guild heard from a representative of Extend Health Tuesday, the group BNA has proposed to administer the program for retirees.

Last week, BNA dropped proposals to increase out-of-network co-insurance, out-of-network deductibles, and a proposed increase in out-of-network maximum out-of-pocket.

BNA also dropped a proposal to increase doctor visit co-pays and a dropped a proposed \$100 charge for using emergency room services.

SNOW NEWS

BNA has not responded to the Guild's call to restore leave to any employee who was unable to get in due to the record-breaking snow and to provide extra compensation to those who made it into work.

MEMBERSHIP MEETING

All Guild-covered employees urged to attend

Agenda: Your Contract

Thursday, Feb. 18

12 noon

1st Floor Conference room

OUR CONTRACT—OUR FUTURE—OUR GUILD