



Washington-Baltimore Newspaper

Guild @ BNA

Contract Update #8

Feb. 22, 2010

BNA DROPS PREMIUMS — BUT STILL INSISTS ON SHIFTING MILLIONS IN HEALTH CARE COSTS TO EMPLOYEES

BNA delivered a 'pick your poison' proposal to employees Friday: pay millions more for health insurance either through huge co-insurance rates or sky-high premiums.

In lieu of premiums, BNA Friday demanded a co-insurance rate of 20% for in network coverage, a spousal surcharge of \$450 per month, and deductibles ranging from \$300 for a single employee to \$900 for those with family coverage.

BNA's maximum out-of-pocket limits would be 4% of base salary for an individual, 6% for employee plus one dependent, and 8% for those on the family plan.

BNA called this its "bottom line" proposal and said it was not "draconian."

What's all that mean? Money out of your pocket and more into the BNA bottom line.

The co-insurance would kick in after you met your deductible and would apply to such things as medical tests, hospitalization, and surgery.

BNA sweetened its wage proposal slightly.

The first-year lump sum would go to \$1,000, up from \$750. An additional \$500 would be paid if there's agreement by February 28.

The company inched up its proposed increase in the second year from 1.5% to 2% and the third-year increase from 2% to 3%.

The Guild has agreed in principle to shifting some health costs to employees but negotiators have told BNA shifts of the magnitude it's demanding make reaching an agreement difficult at best.

The Guild earlier had proposed a co-insurance rate of 3% and a maximum out-of-pocket of 2% of base salary, regardless of the level of coverage you have. The Guild also agreed to higher mail-order prescription drug co-pays but has rejected the idea of in-network deductibles.

In salary, the Guild has proposed 2010 band increases of 6%, 5%, 4%, and 3%, going from Band D to Band A. The union has proposed increases of 7.5%, 6.5%, 5.5%, and 4.5% in 2011 and 2012.

Bargaining is scheduled to resume with sessions every day this week except Monday.

**FOLLOW BARGAINING ON FACEBOOK — 'FRIEND' GUILDATBNA
ALSO ON TWITTER - @GUILDATBNA**

OUR CONTRACT — OUR FUTURE — OUR GUILD