



**November 11, 2012**  
**Resolution 01-2012**

**A RESOLUTION OPPOSING SO CALLED RIGHT-TO-WORK LEGISLATION  
IN ALASKA**

Whereas, “right-to-work” destroys one of the fundamental principals of workplace democracy by denying workers the right to negotiate a union of security clause into a collective bargaining agreement, whereby all workers who receive the benefits of union representation agree to share the costs of maintaining their union, and

Whereas, under so called “right-to-work”, labor and management cannot bargain over the issue of union security. As a result, free loaders duck their financial obligation to support their union, but will receive all benefits. Meanwhile, their co-workers who pay their dues are forced to subsidize them. Over time the financial support for the union erodes along with the union’s ability to adequately represent the workers in dealing with employers and servicing the collective bargaining agreements under its supervision, and

Whereas, so called “right-to-work” is really about obliterating the unions financially so they will not have the resources to protect their members, and

Whereas, labor unions have brought America’s workforce the 8-hour workday, paid sick leave, higher wages, health insurance, overtime pay, pensions, safer working conditions, paid holidays, job security, severance pay, paid vacations, maternity leave and a host of other protections, making America the standard for the rest of the world, and

Whereas, workers in non-“right-to-work” states make an average of 18% more annually than their counterparts in “right-to-work” states, and

Whereas, not one of the 21 “right-to-work” states is among the top 15 states that have the highest average annual pay; in addition, not a single “right-to-work” state has a pay level above the national average, and

Whereas, jobless workers suffering through the catastrophe of unemployment are treated better in free bargaining states than those in “right-to-work” states. On average, the unemployed in free bargaining states receive 20% more in weekly benefits than their counterparts in “right-to-work” states. Meanwhile of the 15 states with the highest level of weekly benefits, all of them are free bargaining states, and

Whereas, worker compensation benefits are higher in free bargaining states, with injured workers in “right-to-work” states getting 20% less in maximum weekly benefits for temporary total disability than injured workers in free bargaining states, and

Whereas, workers in “right-to-work” states suffer job fatality rates far above those in non-“right-to-work” states, because there are fewer unions to help enforce job safety standards. For example, of the 20 states with the highest rates of on-the-job fatalities, 15 (75%) were “right-to-work” states. Among the 15 states with the lowest on-the-job fatality rate, 14 (93%) were free bargaining states.

Now, Therefore be it Resolved that members of the Alaska Nurses Association, General Assembly and leadership pledge to vigorously oppose any “right-to-work” legislation introduced in Alaska.

**X** **Adopted**  **Not Adopted**

**November 11, 2012**

**Resolution 02-2012**

RESOLUTION TO PROVIDE A DEFINED BENEFIT OPTION FOR ALASKA'S RETIREMENT SYSTEM

WHEREAS, Legislation passed by the Alaska State Senate during the 2011-2012 legislative session would have established a new Tier V defined benefit option for public employees that would cost the same as Tier IV; and

WHEREAS, both the state and private actuarial experts agree that the changes made in the legislation ensures that the new Tier V program is Cost Neutral as compared to Tier IV; and

WHEREAS, this Legislation would provide a defined benefit program for both future and current Tier IV employees by allowing employees to select the retirement program that works best for them; and

WHEREAS, the legislation was designed to ensure that the two programs are Cost Neutral by proposing changes to the Defined Benefit system offered to new employees under the new Tier V system; and

WHEREAS, new Tier V defined benefit (DB) employees will pay a greater share of their salary into the system than the prior DB employees in Tiers I, II and III; (8% of salary); and

WHEREAS, new Tier V (public employees retirement system) Tier IV (teachers retirement system) employees will only receive health insurance coverage after a full career in public service, (25 for teachers, police and fire / 30 years for all others); and

WHEREAS, new Tier V employees who do not work a full career are eligible for health insurance coverage after reaching Medicare Age eligibility; and

WHEREAS, new Tier V employees will pay a graduated percentage of the health insurance premium in retirement based upon years of service; and

WHEREAS, new Tier V employees health insurance premium percentage is a variable rate that will be reviewed every five years during employment and adjusted to ensure that no unfunded liability is created by the Tier V health insurance program; and

WHEREAS, adoption of a new Tier V retirement program would provide a secure pension option for new employees in the same manner as prior DB Tiers; and

WHEREAS, the new Defined Benefit system will offer less health insurance benefits in retirement than prior programs requiring the new system to be called Tier V; and

WHEREAS, the Defined Contribution (Tier IV) program would be available for those employees who prefer the DC option in planning for retirement; and

WHEREAS, all financial cost that may be incurred by Tier IV employees transferring to Tier V retirement program would be paid by the employee; and

WHEREAS, providing an option between DB and DC will attract and retain qualified professionals to a career in public service since they can select a retirement option that works best for the employee;

THEREFORE, BE IT RESOLVED: Alaska Nurses Association continues to support the creation of a Defined Benefit Option for new public employees so they can choose either a Defined Contribution (Tier IV) Plan or a new Defined Benefit (Tier V) Program as passed by the Alaska state senate during the 27th legislative session,

BE IT FURTHER RESOLVED THAT this resolution be sent to the Governor and members of the Alaska State Legislature for action during the 2013 - 2014 legislative session.

**Adopted**  **Not Adopted**

## **2012 AaNA General Assembly**

November 11, 2012 Anchorage, Alaska

### **RESOLUTION NO. 3**

#### **AaNA to Monitor Changes to the Alaska Nurse**

##### **Practice Act**

Whereas there is a need for periodic changes to the Alaska Nurse Practice Act to keep it current with the change health care environment; and

Whereas the Alaska Board of Nursing has identified areas in the statute that they feel need improvement; and

Whereas Alaska in many ways has a model Nurse Practice Act.

Therefore Be it Resolved that AaNA, through their Board of Directors, Labor Council, Professional Practice Committee and Legislative Committee, will

monitor proposals brought before the Alaska Legislature to modify the Nurse Practice Act and will take any action necessary to maintain a statute that promotes the practice of nursing in Alaska.

**Adopted**  **Not Adopted**

## **2012 AaNA General Assembly**

November 11, 2012 Anchorage, Alaska

### **RESOLUTION NO. 4**

#### **AaNA to Promote Safe Patient Handling and Avoiding Injuries to Workers Legislation**

Whereas nurses working in health care facilities perform patient handling tasks as part of their every day care responsibilities; and

Whereas if the patients are not lifted and repositioned properly it places them at risk of skin breakdown and injuries from falls; and

Whereas there is no safe way to manually lift a physically dependent patient; and

Whereas patients are tending to weigh more while the average age of nurses increases; and

Whereas lift and transfer assistance devices exist but are not always readily available to nurses; and

Whereas studies have shown that humans cannot lift and turn heavy patients over extended time periods without incurring back, shoulder and neck injuries; and

Whereas nursing personnel are among the highest at risk for musculoskeletal disorders according to the Bureau of Labor Statistics, and worker's compensation claims reveal that nursing personnel have the highest claim rates of any occupation or industry.

Therefore be it resolved that the Alaska Nurses Association will work to draft legislation that will hasten the adoption of proven strategies – including lift devices- that assist healthcare workers to maneuver

patients in a way that is safe for both the patient and the healthcare worker. The AaNA will work with their lobbyist and other interested parties to find sponsors for such legislation and work for its passage.

Therefore be it further resolved that the Alaska Nurses Association will seek willing partners in this effort to include but not limited to the Alaska State Hospital and Nursing Home Association.

**Adopted**  **Not Adopted**

RESOLUTION NO. 5

## **ALASKA NURSES ASSOCIATION**

### **GENERAL ASSEMBLY**

November 11<sup>th</sup>, 2012

Crowne Plaza

WHEREAS, the Alaska Nurses Association endeavors to represent the professional, political, and collective bargaining concerns of the Registered Nurses in Alaska; and

WHEREAS, the AaNA Labor Council is the “insulated” arm of the Alaska Nurses Association charged with overseeing the AaNA collective bargaining program; and

WHEREAS, approximately 97 percent of the AaNA annual revenue is received from nurses represented by the Association’s three collective bargaining units, Providence Registered Nurses, RN’s United at CPGH/Heritage Place and Ketchikan Registered Nurses; and

WHEREAS, it is the belief of the Labor Council that the entire AaNA will benefit if all facets are aware of each other’s goals, priorities and expectations within the appropriate restraints imposed by “insulation” (the non-union members have no influence on how the Labor Program spends dues collected or policy development);

THEREFORE, BE IT RESOLVED THAT the Alaska Nurses Association General Assembly hereby establishes a yearly training for elected leaders to facilitate understanding of their role as Board & Labor Council members in having authority of running a professional organization and a union;

BE IT FURTHER RESOLVED THAT the newly elected Board of Directors and Labor Council will participate in a joint discussion to explore necessary changes to the AaNA business structure to meet the needs of a both professional practice and a labor relations program.

Carried

Failed

Submitted by Donna Phillips, BSN, RN, on behalf of AaNA Labor Council

Financial Information:

AaNA Collective Bargaining Full Members (as of 11/9/12): 922

(CPGH 137; KGH 88; and PRN 695)

AaNA Non-Collective Bargaining Full Members (as of 10/12/11): 98

Percent of CB members total AaNA Membership: 90 %

Projected Non-Collective Bargaining Dues Income 2012: \$22,000

Projected Collective Bargaining Income (including assessment fees) for  
2012: \$762,500

Percent of CB income to total AaNA income: 97.1%