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**Frequently-Asked questions—Dues Escalator**

**Definitions**

* **What is the ANA Dues Policy?**

The “Assessment of ANA Dues from C/SNAs and Direct Members” is the policy that regulates how ANA and Joint Membership dues are established. It is not the ANA Bylaws that determine how ANA prices are set, but the Dues Policy. Currently, there are no contracts between ANA and the C/SNAs that regulate how the money transfers between ANA and the C/SNAs; there is only the Dues Policy.

* **What is a Dues Escalator?**

A Dues Escalator is a structured process adopted by an Association that defines how the Membership dues prices will increase over time. A structured Dues Escalation policy defines the timing and amount of dues increases in the future. A Structured Dues Escalation policy ensures revenue keeps up with expenses. Inflation increases Association operating costs, and without a periodic dues increases, operation funding will be impacted

* **Where is the Dues Escalator defined for ANA?**

The Dues Escalation process currently in place for ANA is written into the ANA Dues Policy.

* **What is Premier Membership?**

The VPP established Premier Membership. All existing Joint Members in a C/SNA that participated in the launch of value pricing (at the time of the launch) were automatically made Premier Members. Premier Members kept paying the dues amount they were paying prior to the launch of Value Pricing (could be full pricing or could be at a 50% or 75% discount on full price if they were a new grad or retired). In exchange for continuing to pay what they were paying before value pricing launched, Premier Members received additional benefits that Standard (value-priced) Members did not receive, including the offer of unlimited CE from LWW or coupons for ANA swag or other discounts.

ALL joint members in states **not** implementing value pricing are Premier Members and are eligible for Premier Member benefits

* **What is Standard Membership?**

Standard Membership is the term for membership of those who joined ANA paying Value Pricing ($174 a year or $15 a month). Standard Members do not get the additional benefits offered to Premier Members. In the VPP, new joins did not have the option of joining as Premier Members (they could join only as Standard Members).

In the VPP as executed, the only way to join in VPP C/SNAs was as a Standard member. There was no effort to “upsell” Standard members to Premier Members at renewal. But

* **What is the Advisory Group, and who is on it?**

To assist the ANA Board in making a recommendation on the Value Pricing question facing the 2019 MA, the ANA Board formed the VPP Advisory Group. This group consisted of volunteers from the C/SNAs and two members of the ANA Board (Ernest Grant and MaryLee Pakieser). A call was put out to the C/SNAs for volunteers, and 19 leaders applied. All 19 were accepted. The purpose of the Advisory Group was to review all data available from the current VPP and come to a recommendation on whether the ANA Board should recommend Institutionalization of Value Pricing, and if so, how it should work. In addition to the two Board members, and Lori Chovanak (former ED of ONA), the members of the VPP Advisory Group were:

|  |  |
| --- | --- |
| C/SNA | Advisory Group Member |
| Arizona | Robin Schaeffer |
| Connecticut | Kim Sandor |
| Illinois | Susan Swart |
| Iowa, Michigan | Tobi Moore |
| Missouri | Heidi Lucas |
| Nebraska, Kansas, Arkansas | Jill Kliethermes |
| New Jersey | Judy Schmidt |
| Texas | Cindy Zolnierek |
| Florida  | Willa Fuller |
| Colorado  | Colleen Casper |
| New Mexico  | Suzanne Canfield |
| North Carolina | Tina Gordon |
| South Carolina  | Judy Thompson |
| Virginia  | Janet Wall |
| Oregon  | Larlene Dunsmuir |
| Oklahoma | Jane Nelson |
| Montana  | Lori Chovanak |
| Washington | Judy Huntington |

**Frequently-Asked questions—Dues Escalator**

**Background on the Dues Escalator history at ANA**

* **Why did ANA create a structured Dues Escalation Policy?**

It is best business practice when running an association to ensure that revenue keeps up with expenses. A structured dues escalation process is a way to ensure that occurs. Without such a process, ANA went 12 years without an increase prior to 2001. The $35 increase taken in 2001 generated negative member feedback. Without a periodic increase in dues that takes inflation into account, operations are impacted and the funding of the important programmatic and advocacy work our associations is jeopardized. In 2001, we all learned a painful lesson when after 12 years of the same dues rate, the Membership Assembly had to vote to raise dues by $35 to catch up with inflation and cover the cost of doing business. As you can imagine, many members were very unhappy and some even left our associations.

* **What are the benefits of having a structured Dues Escalation Policy?**

A structured Dues escalation program keeps the adjustments top of mind and doesn’t let you kick the can down the road and hit members with a large and painful increase. Without a scheduled Dues Escalation Process, increases will be erratically executed, large and cumbersome to execute (requiring ad hoc analysis and MA Dues Policy changes).

* **When did the first structured ANA Dues Escalation take effect?**

In 2004, The ANA House of Delegates approved a process for regular Dues Escalation with the first increase executed January 1, 2005.

* **How did the first ANA Dues Escalator process work?**

The rate of annual increase was tied to the change in CPI-U (Consumer Price Index – Urban). The annual CPI-U change was capped to be no higher than 2% and no lower than 0%. The Dues Escalation was executed every three years on the ANA portion of dues. Annual increases for the three-year cycle were added cumulatively and the increase was rounded to the nearest dollar. It is important to point out again that the dues escalation is only for the ANA portion of our dues. It is up to individual states to decided whether to raise the state portion of our membership dues

* **How many Dues Escalations have been taken since 2004?**

There have been three executions of the Dues Escalation since 1/1/2005. They were taken on 1/1/2008 (for 2005-2007), 1/1/2011 (for 2008-2010) and 1/1/2014 (for 2011-2013). That last executed Dues Escalation was in the amount of $8.00 on the ANA portion of dues.

**Frequently-Asked questions—Dues Escalator**

**Why Discuss Dues Escalator Again Now?**

* **Why are we discussing the Dues Escalator Policy now?**

There are concerns about the current Dues Escalation process. The current Dues Escalator process has no option to “pause” the increase, thus requiring a Membership Assembly vote if an increase is not warranted. Our current dues escalation policy lacks a built-in mechanism for considering other strategic factors, meaning that a separate vote of the entire membership assembly is required each time you want to pause or change the scheduled increase. After the 2016 and 2019 Membership Assemblies had to vote to pause the scheduled increases, the ANA Board and 2019 Membership Assembly also directed the that the entire Dues Escalation process be reviewed.

* **How many times did the scheduled Dues Escalations have to be stopped?**

Twice. In 2013 the Value Pricing Pilot was launched. The pilot proved successful in reaching its targeted goal: By decreasing the joint dues rate to $174 we increased membership growth to record levels in the pilot states while also growing total dues revenue. But because the MA did not want to change the key variable of the $174 member dues pricing during the pilot , the Membership Assembly voted to pause and then permanently cancel the 2014-2016 dues increase, and also voted to pause the 2017-2019 scheduled increase pending a review of the current dues escalation. Had the last two scheduled increases not been paused, the Joint membership dues rate for value pricing would have already risen by $11 to $185.

* **Which group is charged with developing a new recommended Dues Escalation Policy?**

The VPP Advisory Group. It was formed in June 2018 to develop recommendations to Institutionalize Value Pricing across ANA. The 2019 Membership Assembly approved the institutionalization of the Value Pricing Program model and this has been successfully adopted in 31 CSNAs with more in the pipeline. However, the dues escalator policy had enough questions to warrant the ANA Board and Membership Assembly to request that the VPP Advisory Group do a deep dive into the current policy and recommend an alternate solution for consideration.

* **When was that review supposed to occur?**

The requested deadline for this recommendation was the 2021 Membership Assembly, but the VPP Advisory Group has completed its work a year ahead of schedule for consideration at the 2020 Membership Assembly.

* **How will that recommendation get approved?**

The Dues Escalator recommendations from the VPP Advisory group were presented and approved by the ANA Board of Directors in December 2019 without changes. However since the recommendations were actively shared at the Leadership Summit and later discussed at the EEC meeting, the VPP advisory group responded to feedback from the state leaders and revised the implementation timing, and those revised recommendations were once again approved by the ANA Board in February.

All revisions to the ANA Dues Policy, which includes the Dues Escalator process, requires a vote by the ANA Membership Assembly. This vote is planned for the Virtual 2020 Membership Assembly in June and is the reason why you are on this webinar.

**Frequently-Asked questions—Dues Escalator**

**Dues Escalator Recommendations of the Advisory Group**

* **What were the recommendations of the Advisory Group?**

The Dues Escalation will be executed on a five-year cycle

Membership dues will now increase by a flat 1% per year

The ANA Board will create a committee to review and recommend whether the planned increase should happen for that five-year period

* + If the Board decides to take the increase, no further approval from the MA is required
	+ If the Board decides to NOT take the increase, a Membership Assembly vote is required

If a Dues Escalator increase does occur:

* + For Premier Members (which covers the members who pay the traditionally higher dues pricing in place before value pricing but get extra benefits)
		- The increase applies only to the ANA portion
		- The C/SNA determines the dues change on their state dues portion, thus determining the change in total Joint Membership dues
	+ For Standard Members (otherwise known as “$15 a month value priced membership”:
		- The increase applies to the full dues price of Joint Membership (both the ANA and CSNA portion)
		- ANA and the C/SNAs split the increase and thus maintain a 50/50 split of dues and uniform pricing across the country

Permanently cancel the currently paused dues escalation for the 2017-2019 cycle.

* 1. By starting the 5-year cycle in 2020, this pushes out the next scheduled dues increase to January 2025
* **Did the Board approve the recommendations of the Advisory Group?**

Yes, the ANA Board approved the recommendations of the VPP Advisory Group without changes and have proposed these changes to the Dues Policy for vote by the Membership Assembly.

* **How do the current and recommended Dues Escalation policies compare?**

The Advisory Group felt the appropriate cycle to take a Dues Escalation was every 5 years, not every three. The next comparison is about the method of calculating the increased dues. The Advisory group considered the lag time of analyzing the current CPI-U (Consumer Price Index-Urban) data versus the process of having a flat, consistently predictable increase amount. Given that we constrain the CPI-U between 0% and 2% each year, we decided a flat rate was more predictable. It picked 1% for its simplicity and the fact that it represented an annual increase that was just a bit lower than the long-term average of the CPI-U over the last 12 years.

The group also considered that the current process did not build in a consideration of whether to take the dues increase based on a strategic review of ANA and the market environment. This meant that a vote was needed by the MA every time a pause in the CPI-U was desired. To address this issue, the recommended process includes the formation of a Dues Escalation Review Committee. The committee brings their recommendations to the ANA Board. A Board decision to take the increase requires no further approval, however, A Board decision to NOT take the increase requires a Membership Assembly vote

Finally, the Advisory Group considered the entire joint membership dues review, not just the ANA portion. It considered when it was most appropriate for the states to maintain their control over the state portion of Premier Member pricing since that price varies across each state, but for Standard Membership pricing, where the price is consistent across all states and the dues split is 50/50, the state portion should increase in lockstep with the ANA portion.

* **What is the current language surrounding Dues Escalation in the ANA Dues Policy?**

That the ANA Assessment Factor will be increased automatically, based on the Consumer Price Index for Urban Consumers (CPI-U), (but not go below 0% or to exceed 2% per annum) without requiring additional authorization of the Membership Assembly; and that this dues escalator will be calculated on an annual basis, implemented every three years and rounded to the nearest dollar. The dues escalator for the years 2014, 2015, and 2016 shall not be implemented

That the ANA Board of Directors extends the application of the dues assessment factor or conversion factor set by the former House of Delegates for C/SNA members to all direct members not covered by the voluntary adoption of a direct membership option by a C/SNA, to include those who reside or work where there is no C/SNA and elect to join ANA directly; or to those who reside or work where a C/SNA does not provide for in-state only members and who are categorically excluded from all elective offices in C/SNA governance [October 10, 2006].

* **What is the revised language for Dues Escalation in the recommended ANA Dues Policy (new language in red)?**

That the ANA Assessment Factor will be increased automatically at 1% per year without requiring additional authorization of the Membership Assembly; and that this dues escalator will be calculated on an annual basis, implemented every five years and rounded to the nearest dollar. The dues escalator for the years 2014, 2015, and 2016 shall not be implemented.  The dues escalator for the years 2017, 2018, and 2019 shall not be implemented13.

That the ANA Board of Directors extends the application of the dues assessment factor or conversion factor set by the former House of Delegates for C/SNA members to all direct members not covered by the voluntary adoption of a direct membership option by a C/SNA, to include those who reside or work where there is no C/SNA and elect to join ANA directly; or to those who reside or work where a C/SNA does not provide for in-state only members and who are categorically excluded from all elective offices in C/SNA governance [October 10, 2006].

The revised Dues Escalation process will commence in 2020, with the first five-year cycle covering 2020 until 2024. That prior to execution of each planned dues escalation, such dues escalation shall be reviewed by the Dues Escalation Review Committee, which will provide a recommendation to the ANA Board as to whether to implement or vacate the planned increase for that five-year cycle. In the event that the ANA Board recommends that the planned Dues Escalation not be implemented, such recommendation shall be submitted to the next Membership Assembly for confirmation. If the Membership Assembly votes to vacate the planned Dues Escalation, no increase will occur. In the event that the ANA Board recommends implementing the planned Dues Escalation, no Membership Assembly vote is required.

That with respect to Premier Membership, the ANA Dues Escalation will apply to the ANA portion only of Joint Membership dues pricing and to the entire amount of ANA-only dues pricing.

That with respect to Standard Membership, the ANA Dues Escalation will apply to the entire dues price of Joint Membership.

**Frequently-Asked questions—Dues Escalator**

**How did the VPP Advisory Group come to these recommendations?**

* **What Dues Escalation questions were considered by the VPP Advisory Group?**
* Should ANA have a structured Dues Escalator process?
* Does the current dues escalation policy need to be revised?
* Why change the dues increase timing?
* Why change the annual escalation amount?
* Should the dues escalation process include a strategic review to decide if an increase should be taken for that cycle?
* Who should lead that review?
* How should this review work?
* When would the first Dues Escalation occur under the revised process?
* Why permanently cancel the Dues Escalation for the 2017-2019 cycle?
* How should the Dues Escalation Process operate for Premier Membership? For Standard Membership?
* **Should ANA have a structured Dues Escalator process?**

VPP Advisory Group discussions confirmed the need for a structured Dues Escalation Process since associations are businesses and operating expenses increase driven by inflation. If we don’t increase dues periodically the pressure on our available programmatic budgets to do our mission work will suffer and we will need to cut programs to balance our budgets. Also, a structured Dues escalation program keeps the adjustments top of mind, and doesn’t let you kick the can down the road and hit members with a large and painful increase

* **Does the current dues escalation policy need to be revised?**

The VPP Advisory Group concluded that it did. The current Dues Escalation process lacks any strategic review on the appropriateness of an increase for that period. Pricing is a key strategic lever for growing membership and must be thoughtfully considered as part of ongoing strategic planning. Protecting VPP price points under $200 should be a strategic consideration. Changing the scheduled increases in the current process required changes to the Dues Policy by Membership Assembly. Use of the CPI-U made it hard to understand or predict future dues increases. Premier and Standard Membership each require unique dues escalation solutions. And It was required to maintain Membership Assembly control over dues pricing

* **Why change the dues increase timing?**

The current Dues Escalation process is on a three-year cycle. The VPP advisory group debated a 3-year cycle versus a five-year cycle. Less frequent escalation considerations include that Dues increases raise the member focus on dues pricing and can increase cancellations and that Dues increase put a large administration burden on both ANA and the C/SNAs with every executed increase. More frequent escalations have the benefits that the amount of Dues Escalation will be smaller the more frequently they are taken. After much back and forth, it was concluded that a 5-year cycle appropriately balanced spacing out the dues increases but not allowing them to be so far apart that the dues increase amount became unreasonable. It also did not overburden ANA or the CSNAs with the administrative burden of executing the dues increase, with is not insignificant work. To be clear, when the dues escalator is on a five-year cycle, that means the increase happens every 5 years and the full amount of the increase for that period is taken at the end of the five-year cycle.

* **Why change the annual escalation amount?**

Why was consideration given to move to a flat 1% increase from current use of the CPI-U to determine the amount of the increase? The key driver was that an easily understood escalation calculation is critical to member communication. The current CPI-U measure has the following characteristics:

* Directly ties to the amount of inflation for that specific year
* Requires a 6-month lag to obtain and calculate increase amount
* Since capped between 0% and 2%, rarely varies significantly
* Dues Escalation changes over each period, making it hard to predict future dues pricing

A flat percentage increase had important benefits over using CPI-U:

* Very predictable future increases
* No lag waiting for CPI-U allows more efficient planning

A 1% annual increase amount was ultimately recommended:

* Easy to calculate and explain
* Considered more appropriate than CPI-U 1.4% annual average over last 12 years, especially considering new 5-year cycle
* Calculated each year, a 1% annual increase totals 5.1% over a 5-year period.

If an annual 1% increase is taken and execute every five years, at the end of that 5-year cycle the cumulative increase would be 5.1%, all taken at the end of the five-year cycle. If the five-year cycle starts in 2020, then it would end in 2024, and a 5.1% increase would be taken on January 1, 2025.

* **Should the dues escalation process include a strategic review to decide if an increase should be taken for that cycle?**

The VPP Advisory Group felt a review whether to take the increase must be integrated into the Dues Escalation process. While a Dues Escalation must be considered each cycle, there may be good reasons to NOT execute that Escalation:

* + Dues may be approaching a critical pricing threshold that would negatively impact membership growth (for example, $200 for value pricing)
	+ The economy may be experiencing a downturn that would intensify member push-back of dues increases
	+ Strong non-dues revenue may drive Association profitability to a point where a dues increase is not justified
	+ While an eventual increase will be necessary, it might be best put off another cycle
* **Who should lead that review?**

While the ultimate decision on dues escalation must remain with the Membership Assembly, the VPP Advisory Group felt a team of experts should determine if the scheduled formula increase should occur. Composition of the team should include members of the ANA Finance Committee along with state staff leaders. The size of the team needs to be small enough to operate efficiently but large enough to include appropriate diversity of representation. The recommendation for the composition of the committee was to have 9 members, which included:

* Four members from ANA Finance Committee
	+ The 3 Entity Treasurers
	+ The C/SNA Representative
* Four Chief Staff Officers from geographic regional groups
* One Volunteer Leader from IMD

* **How should this review work?**

The committee will be formed every five years

* + State leaders will be solicited via a call from the Committee on Appointments (COA)
	+ The COA will select from available volunteers in accordance with the recommended composition
	+ The first committee will be formed in 2023 if these recommendations are approved

The committee will review ANA and economic data and develop a recommendation for the ANA Board

* + The committee is limited to recommending if the scheduled 1% annual increase should be taken or cancelled for that 5-year cycle – no other changes are allowed

The ANA Board will consider the committee report and will decide whether to proceed with the scheduled increase or recommend that Membership Assembly cancel the increase:

* + A recommendation to take the scheduled increase requires no further MA action
	+ A recommendation to pass on the scheduled increase requires a MA vote
* **When would the first Dues Escalation occur under the revised process?**

The proposed execution timeline for next dues cycle:

* + Request for Committee Volunteers: July 2023
	+ Committee begins evaluation: September 2023
	+ Recommendation delivered to Board: December 2023
	+ MA vote (if necessary): June 2024
	+ C/SNAs provide ANA with State increase amount for Premier Membership: 9/1/2024
	+ Dues Escalator executed: 1/1/2025

As a result of many discussions between the VPP Advisory group, as well at conversations at the Open Board meeting, the Leadership Summit, and the EEC meeting with State leaders, the VPP Advisory Group did amend the initial recommendation of execution timing. With consensus from state leaders to defer implementation, the final recommendation is the five-year dues escalator cycle should start in 2020, therefore the next dues escalation execution would occur on 1/1/2025. One key factor in this was that states are still rolling out value pricing, and it was considered to be untenable to introduce value pricing and then quickly raise the rate. The strong current financial position of the overall ANA Enterprise was another factor that drove support for deferring the execution. It is important to note that an ANA Dues Escalation has not occurred since 2014, so it will be 11 years since the 2014 increase of $8 and the 2025 increase.

There is of course a revenue impact on both ANA and the CSNAs for deferring implementation of the next Dues Escalation until 2025. The VPP Advisory Group estimated $2-3 Million less revenue between 2022 and 2025 by deferring the increase three years. Again, based on widespread feedback from the CSNAs, the VPP Advisory Committee felt that ANA was in the financial position to wait until 2025 for our next dues increase, and that the growth of both counts and total revenue from value pricing would adequately fund the revenue needed to support our mission work. And the ANA Board agreed.

Now since that Board’s decision the ANA Enterprise has been hit with many severe financial challenges in 2020, namely to the profitable ANCC revenue products like the Magnet Conference and Certification. However, our Membership counts and revenue has remained strong and actually has grown through April and May. And it is felt that if the Pandemic is contained to 2020, then the Enterprise should return to full profitability in 2021, so there is no need to rethink deferring the execution of a dues increase until 2025.

* **Why permanently cancel the Dues Escalation for the 2017-2019 cycle?**

The best way to start the 5-year cycle in 2020 was to declare the Dues Escalation for 2017-2019 cycle, which was paused, to be permanently cancelled. This language would be written into the revised ANA Dues Policy, similar to how the 2014-2016 cycle escalation was permanently cancelled by the 2019 MA. By permanently canceling the Dues Escalation for the 2017-2019 period, the Dues Escalator five-year cycle would begin in 2020 and end in 2024.

Starting the five-year cycle in 2017 would result in Dues Escalation on 1/1/2022 and given the launch of value pricing in multiple C/SNAs in 2020, a 2022 dues increase to the $174 pricing was believed to be too soon. The permanent cancellation of the 2017-2019 Dues Escalation creates a cleaner “break” between the old Dues Escalation process and the revised process

* **How should the Dues Escalation Process operate for Premier Membership?**

The VPP Advisory Group realized very different approaches were necessary for the two membership levels of Standard and Premier Membership. Since Premier Membership rates and structure follows ANA historical patterns, the recommendation for Premier Membership is to keep the process we have always used with ANA.

* The ANA dues increase is applied only to the ANA portion. Based on the 1% increase annually over 5 years, the increase would be 5.1% over 5 years or $7 on the ANA dues side, raising the ANA rate from $146 to $153.
* For Premier Membership, each C/SNA has picked a different rate for the state portion of the Joint Membership dues, therefore the total Joint membership dues rate vary across every state.
* Therefore, the VPP Advisory Group recommended we continue to have each state determine if, and how much, of an increase should occur on the state portion, since they are in the best position to determine the final unique pricing of joint membership in their state.
* Once each CSNA determines their state increase independently, they would communicate their decision to ANA and ANA would execute in Central Billing states.
* **How should the Dues Escalation Process operate for Standard Membership?**

Again, the VPP Advisory Group realized very different approaches were necessary for the two membership levels of Standard and Premier Membership. The Standard dues rate ($174 or $15 a month) pricing is the same in every state that executes value pricing. Both ANA and the CSNA get 50% of the dues, so each get $87 a year.

Given a desire to maintain consistent pricing across the US and maintain the 50/50 dues split, the recommendation for Standard Membership is as follows:

* The ANA dues increase should apply to the full Joint dues price of Standard Joint Membership
* The total dues should continue to be split 50/50 between ANA and the C/SNAs, therefore both would share equally in the dues increase

Based on the 1% increase annually over 5 years, the dues increase would increase by 5.1% over 5 years and raise $9 to $183 annually. Both ANA and the CSNAs would continue to split the dues revenue 50/50 and therefore each would get $91.50 annually for Standard Members.

* **How will Dues Escalation work for Retired Nurses?**

The Dues Escalation will work the same for all Members – the pricing will rise 5.1% from the current Price in 2025 if the decision is to take the Dues Escalation at that time.

Where some people get confused is in the dues pricing options for a nurse who is newly retired, which is not really a dues escalation question. Remember that states that launched value pricing always grandfathered any existing members who were retired at the discounted price they were paying (75% off full rate) and still gave them Premier Member Benefits. And nothing changed at all in states not launching VPP – retired nurses still got the discount and were still given all Premier Benefits.

So, what about a nurse who decides now to retire? What happens to their dues rate? Well that depends-- on whether the CSNA they are in participates in VPP and what dues type they are paying:

* If a nurse is in a CSNA that does NOT offer VPP, then they remain eligible to request the discount offered to Retired members (75% off of the full dues price in that state). Same as always
* If a nurse retires and is in a CSNA that DOES offer VPP, it depends on if they were paying Standard dues or Premier Dues:
	+ If they were paying Standard dues before they retired, then they are not eligible for any additional discounts and keep paying $174
	+ If they were paying Premier rates before they retired, after they retire their rate does not change and they are not eligible for the 75% discount, but they CAN downgrade to Standard Membership and give up Premier Benefits
* **How will Dues Escalation work for IMD?**

The Dues Escalation will work the same for all Members – the pricing will rise 5.1% from the current Price in 2025 if the decision is to take the Dues Escalation at that time. For IMD members paying $191 now, a 5.1% increase would take their dues to $201, a $10 increase.

**Frequently-Asked questions—Dues Escalator**

**Next Steps**

* **What information is being given to Chief Staff Officers to distribute to their MA Representatives as background on the Dues Escalator vote?**

Each state leader will get a Dues Escalator education kit that includes a recording of the webinar, the PowerPoint with speaker notes, and this FAQ document that answers commonly asked questions about the Dues Escalation recommendations. They will also receive the Value Pricing Frequently Asked Questions document in case any of their Board or Representatives need background on Value Pricing.

* **How will the Dues Escalator be handled at the Virtual Membership Assembly meeting?**

At the Virtual Membership Assembly on June 19th, we will be briefly discussing the Dues Policy changes related to the Dues Escalator during a meeting hosted by the Professional Policy Committee. While no amendments can be considered at this discussion due to the standing rules adopted for the Virtual Meeting, clarifying questions and comments from attendees will be heard.

* **How will the Dues Escalator decision be voted on?**

Like with the Elections, the vote on the changes to the ANA Dues Policy will be voted on after the meeting. Voting will be open for one week.

* **What vote is required for the recommendations to pass?**

ANA Bylaws requires a 2/3 majority for Dues Policy changes to pass.

* **What will happen if the recommendations fail to pass?**

Since this vote to revise the Dues Escalation process is happening ahead of the schedule requested by the 2019 MA, if voted down the VPP Advisory Group would go back to the drawing board and developed revised recommendation to be considered at the 2021 MA.

In the unlikely event that that a revised recommendation fails again at the 2021 MA, then the current Dues Escalation process will be continued and the 2021 MA will need to decide when to execute the 2017-2019 Dues Escalation, or if the escalation for that period should be permanently cancelled. The next regularly scheduled Dues Escalation will happen on 1/1/2023 covering the period 2000-2002 based on the existing Dues Escalation process.