

What We've Won!



Holidays: Juneteenth will be recognized as a floating holiday

Uniforms: Five sets of scrubs for full-timers and three for part-timers



Healthcare



We have successfully secured affordable healthcare for the full 3-year term of this contract! TeamCare coverage will continue through 2022.

Starting in 2023, similar coverage will be provided through the United Steelworkers Health and Welfare Plan.



Compensation



Raises:

Effective 1st pay period after 9/30/2022:
6% across-the-board raises

Effective 1st pay period after 9/30/2023:
3% across-the-board raises

Lump-Sum Payments:

\$1350 for full-time / \$500 for part-time
after ratification (Fall 2022)

\$365 for full-time / \$200 for part-time in
September 2024



SUMMARY OF 09/30/21—12/31/24 NATIONAL TENTATIVE ADDENDUM

Contract Highlights:

Healthcare Benefits:

- *Team Care coverage continues till 12/31/2022*
- *United Steelworkers Health and Welfare Plan 1/1/2023 thru 12/31/2024*
(This new healthcare is comparable to the healthcare you have today)

Compensation:

- *Lump Sum Payments of \$1350 for full-time employees and \$500 for part-time employees.*
- *6% raise effective 1st full pay period after September 30, 2022*
- *3% raise effective 1st full pay period after September 2023*
- *September 2024: additional lump sum of \$365 for full-time employees and \$200 for part time employees.*

Uniforms:

- *5 Sets of Scrubs for Full-time and 3 sets for part-time*
- *Collaborative Uniform Committee is in selection of the new vendor for scrubs*

Safety and Health:

- *Expanded PPE section, as required by OSHA*
- *Local ability to negotiate inclement weather practices*
- *Site Suitability: Restrooms within 500 feet; staff not required to move more than de minimis furniture; permanent fans on Promaster; committee to address steps at drive site.*

Duration: Contract expiration changed to December 31, 2024

Scope of the Agreement (Article 1)

- ✓ Elimination of IBT Locals out of this section, due to the departure of IBT from the Coalition.

Employment Categories (Article 5)

- ✓ Explore the creation of a Per Diem Program to augment the workforce and create better work life balance for the employees.

Labor-Management Partnership (Article 6)

- ✓ Clearer clarification with the Red Cross Executive Level must have better decision-making capability.

Hours of Work (Article 7)

- ✓ The Employer and Coalition Executive Board agree to evaluate hours worked and identifying problem areas with systemic issues.

Rest Breaks and Meal Periods (Article 8)

- ✓ For Blood Drives scheduled with **4.5 hours of donor processing time**, the first break shall be given no sooner than the completion of drive setup.
- ✓ Within 90 days following ratification
 - Charge role at blood drives, and in fixed sites where they are the only Charge on site will not have the 30-minute meal period deducted from their timecard.
 - Must remain on site and be available for Ops issues during meal break.
 - If Team Sup or 2nd Charge at Drive – 30-minute unpaid meal break is taken.
- ✓ NEW- Extreme Extraordinary Circumstances (meal breaks not able to be taken)
 - Ask for volunteers to skip meal period
 - Volunteers get an extra 15 min break in lieu of the 30-minute meal break, unless prohibited by law.
 - Each drive that warrants an Extreme Extraordinary Circumstances must be approved by Collection Management at which time they will email this information to Union and RDSE within 24 hours, so it can be reviewed by both parties monthly.
- ✓ The parties agree to have the SPC review the meal break and rest periods processes on an annual basis.

Staffing (Article 9)

- ✓ *There have been some improvement changes made to existing staffing language.*
- ✓ *Bargaining Unit work, if there is a belief that the spirit of this section is being violated, this issue can be elevated through local and/or nationally established resolution processes.*
- ✓ **Non-Union members performing bargaining work.**
 - The Union may elevate/grieve if they feel it is being abused.
- ✓ **Supply Chain:**
 - No cross training in SC outside of Coalition. In multi-site locations parties will meet and establish a cross training process.
 - Cross training is between the following work groups:
 - Warehouse and Kitting
 - Hospital Services and Manufacturing
 - No cross training between HLA and IRL
- ✓ **Collections and Clinical Services:**
 - If any significant operational changes are made to the Drive Management S.O.P, the Red Cross will notify the Coalition and local union leadership before implementation in accordance with Article 22. The SOP is located in e-Binder, identifies that Collections is responsible for and has the authority to ensure a successful drive. Charges must follow the Drive Management process to assist with addressing issues such as donor flow, end of drive management and communication with other departments.

- During daily regional drive review, the local leadership team will endeavor to add extra employees to drives that have factors including but not limited to New Hires, OJI, no volunteer, etc. All staff will be scheduled in accordance with local agreements.
- Local JLT's only if mutually agreed upon by local union and region.
- ✓ A side letter will be entered into for the SPC to meet and discuss the MUA cross-training issues in light of the recent departure of the IBT from the Coalition.

Staff Scheduling (Article 10)

- ✓ Optional 1-day schedule review (unpaid) for Union Representative to help give input on reviewing of the schedule if they choose to do so.
- ✓ Turnaround time Penalty– Remains 10 hours, however the employee may request/demand full 10-hour turnaround time between shifts when it is **9 hours or less between shifts (Clock-in to Clock-out). This is a move in the right direction to get staff down time in between shifts.**
- ✓ All Permanent Whole Blood only collection sites (non-Apheresis, non-integrated) will now be included for late ends.
- ✓ For Integrated and Apheresis Fix Sites better clarification was made on determining the process for a late end.
- ✓ **Please follow up with your local officers/Reps in the process to better assess late ends for fix sites and integrated Apheresis fixed sites.** As it relates to fixed sites and **integrated Apheresis fixed sites**, if either party identifies late end drives as a recurring issue at a fixed site and **integrated Apheresis fixed site**, the Red Cross agrees to meet with the local union within ten (10) business days to discuss the issue and potential solutions, including extending the late end drive penalty to fixed site and **integrated Apheresis fixed site** locations in accordance with this Article. **The Red Cross will develop and collect data related to fixed site late ends within four (4) months of ratification, and present that data to the SPC on a regular basis. The SPC will work with the Fixed Site Task Force and produce a formal recommendation.**
- ✓ The sooner of June 30, 2023, or the implementation of BSF, for mobile drives, the last scheduled time for a whole blood donor will be 15 minutes prior to the end of the drive hours. For example, if a mobile drive is from 12:00 pm to 6:00 pm, the last whole blood donor appointment slot will be 5:45pm. This paragraph shall not interfere with regions where this practice is already in effect, nor shall it limit a local union and the Region from negotiating and adopting this provision prior to the dates above.

Donor Recruitment Account Managers (Article 11)

- ✓ DRD managers go on the ARC National Recruiting Incentive Plan. ARC required to notify and discuss significant changes to the plan
- ✓ New Hire rate will be 90% of local market, evaluated annually.
- ✓ Account manager mileage at \$.45/mile in excess of the first 20 miles per day.
- ✓ Elimination of Fixed and Variable Rate (formerly Runzheimer)

Uniforms (Article 12)

- ✓ 5 Sets of Scrubs for Full-time and 3 sets of scrubs for part-time (e.g \$25 per uniform X 5=\$125)
- ✓ ARC agreed to Collaborative participation with Coalition in a selection of a new vendor for scrubs.

Compensation (Article 13)

- ✓ *Effective 1st full pay period after September 30, 2022, bargaining unit employees will receive a 6% increase in their base wages. Ratification Bonus as a one-time lump sum payment of \$1350 for full-time employees and \$500 for part-time employees within 2 full pay periods following ratification; 3% raise effective 1st full pay period after 9/30/2023. September 2024: additional lump sum of \$365 for full-time employees and \$200 for part time employee's 1st full pay period following 9/30/2024.*
- ✓ \$15 minimum wage rate for anyone below \$15.00.
- ✓ All other base wage rate increases not addressed herein (including but not limited to new classification salary, hiring rates, progression scales, salary ranges, market driven increases) shall be addressed at the local level by and between the respective Local Union and the Employer.
- ✓ The Red Cross will **conduct** compensation studies to assess market rates in **its regions**. **Local unions may also meet and confer with local management to discuss the need for a specific local compensation study. Unresolved issues may be escalated to the SPC for discussion and review.** The study will follow existing Red Cross practices to market price the jobs leveraging Red Cross existing salary surveys. The results of the compensation study will be reviewed with the **local union(s) and shall also be provided to the local union(s)'s representative on the SPC, who** may make recommendations to the local union(s). This does not waive the Local Union's right to bargain any recommended changes.
- ✓ Notwithstanding salary caps or maximums contained in the Local Agreements, each member of the bargaining unit shall receive all raises as described above.

Overtime and Premium Pay (Article 14)

- ✓ Minor changes were made which were all housekeeping items that needed removed.
- ✓ Side letter for California.

Holidays (Article 15)

- ✓ In consideration of Collections' scheduling practices, full time Collections employees will receive eight (8) hours of holiday pay regardless of their location's standard work week. Bargaining Unit employees who are permanently assigned four (4) ten-hour day schedules (e.g., Apheresis sites) shall receive ten (10) hours of holiday pay.
- ✓ Employees will receive five (5) floating holidays each year. The proration of hours for holiday pay for Core Holidays will apply to floating holidays.
- ✓ PTO eligible employees will receive three (3) floating holidays on January 1 for use by June 30, and two (2) floating holidays on July 1 for use by December 31 (starting in 2022).
- ✓ Floating holidays must be used within the period granted and will expire after June 30 and December 31, respectively; unused days do not carry over to the next grant period. The Red Cross will endeavor through the time off request process as managed by AP&S and Management, to apply available floating holiday time prior to applying accrued and unused PTO time, upon employee request.

Paid Time Off (PTO) Article 16

- ✓ Introduction of Standard PTO request process
 - Two sign-up periods (Sep & Mar) for Jan-Jun and Jul-Dec.
 - Ad Hoc outside of sign-up periods 1st come 1st serve
 - Introduction of wait list for high demand weeks (e.g. Holiday weeks)
 - Local Union Opt out provision
- ✓ Addition of Paid Family Leave – same as non-union employees please see Appendix D full detail.

Payroll Errors and Overpayments (Article 17)

- ✓ On-demand paychecks to employees whose paychecks are incorrect by the lesser of 10% of gross earned in the applicable pay period or \$120 will have their payroll correction processed. The minimum dollar amount was lowered from \$135 to \$120.
- ✓ If there is an overpayment to an employee, a fair payback arrangement will be established that takes the circumstances of the employee into consideration. Local union leadership can be included in such discussions at the employee's request.

Health (Article 18)

- ✓ expanded PPE section, as required by OSHA
- ✓ Local ability to negotiate inclement weather practices.
- ✓ Site suitability
 - Restrooms within 500 feet
 - staff not required to move more than de minimis furniture
 - 2 or more fans on Promaster determined by local agreement (based on space constraints and fan size) on truck/ProMaster for blood mobile operations during

warmer months based on geography. As some locals have other minimum number of fan requirements per local CBA.

- Donor Recruitment and Mobile Collections should work with local safety committees to identify and evaluate drives where ambient room temperature creates a potential hazard (e.g due to lack of air conditioning) in efforts to work with the sponsor to address the situation.
- Mobile Collections should work with local safety committee towards eliminating steps at any drives by evaluating stairs and reporting hazards due to stairs. The local safety committee will meet with management within 3 months of ratification.
- Donor Recruitment/Account Manager, or District Manager, should be contacted to address any issues in conflict with Site Suitability. As always please follow up with any site suitability issues with your local union so we can elevate matters that need to be resolved.

Health Care (Article 19)

- ✓ There are several changes that have been made to health care as since Teamsters departed the Coalition. First, **TeamCare will continue until 12/31/2022**. Additionally, on January 1, 2023, the new healthcare that will be offered will be **United Steelworkers Health and Welfare Plan from 1/1/2023 thru 12/31/2024. (This new healthcare is comparable to the healthcare you have today.)**
- ✓ *Healthcare quick sheets will be provided additionally to this summary or later for members viewing once received by USW.*
- ✓ United Steelworkers Health and Welfare Plan (Medical, Dental, Vision)
 - This is an all for one plan that is offered to full-time and part-time employees
 - Employee's Per Pay Period Contribution will change from (24 annual)
 - *Plan premiums are capped at 6% for 2023. Coalition unilateral right to make plan design changes or increase participant costs if annual premiums exceed 6% in 2024.*
 - Any EE missed contribution can only be collected as current contributions plus one (1) prior contribution per paycheck.
 - Coverage for eligible members till age 21 for dependents.
 - Out-of-Pocket Limits (\$2500/\$5000) do not include copayments, deductibles, prescription drug cost share, or amounts in excess of the Allowable Charges. Once the out-of-pocket limit is met; the plan will pay at 100% for the remainder of the benefit period for benefits subject to coinsurance. This is comparable to what you have now.
 - The total maximum out-of-pocket (\$8700/17,400) includes copayments, deductibles, prescription drug cost share, and out-pocket-limits (\$2500/\$5000). Once the total maximum out-of-pocket is met; the plan will pay at 100% for the remainder of the benefit period. This is comparable to what you have now.

- ✓ **TeamCare benefits remain unchanged for 2022:** Short-term disability benefits **\$450 per week for 26 weeks** for full-time employees and part-time employees \$300 per week (10 weeks) and \$350 per week (11-26 weeks); and the basic life insurance benefit **\$40,000**. The Red Cross will also offer bargaining unit employees the option of supplemental life insurance and a Long-Term Disability benefit.
- ✓ **2023 Health Care benefit changes not listed above:**
 - Short-term disability benefits transition to ARC plan (60% of base wages). Short-term disability will be provided at no cost to employees working a minimum of 35 (thirty-five) regularly scheduled hours per week. For an approved disability, the plan pays 60% of base wages for up to 26 weeks, including a one-week elimination period where no benefit is paid. The current maximum weekly benefit is \$1,730.
 - USW Plan Life Insurance (Spouse or child must be on plan to receive life insurance)
 - Member Life/AD&D: \$40,000
 - Spouse: \$4,000
 - Birth to 6 months: \$1,000
 - 6months to 26 years: \$2,000
 - USW Dental Plan (Comparable to TeamCare, however different network)
 - USW Vision Plan (Comparable to TeamCare, however different network)
 - Prescription Plan (Comparable to TeamCare, however different network)

Retirement Plan (Article 21)

- ✓ Employees may continue to participate in the American Red Cross Savings Plan 401(k), which includes a matching contribution up to 4% of the employee's salary. **Auto enrollment of new employees into the 401(k) plan at 4%, employees may change contribution rate.**

National Grievance and Arbitrator (Article 23)

- ✓ Establishment of Standing Arbitrator Panel, hanging from 5 to 7 National Academy of Arbitrators.
- ✓ Expedited arbitration process.
- ✓ If arbitrator not contacted in 60 days following NGC, deemed denied.
- ✓ Arbitrations to be held within 50miles of grievance location.

Other Leaves (NEW Article 25)

- ✓ **Disaster Leave**
 - Paid for training
 - Additional time off before returning to work (1 day off for every 7 days worked on a disaster assignment)
 - Time off must be taken within 4 weeks of assignment

- ✓ Public Health Leaves (e.g. COVID quarantine), employees not required to use PTO or FH to over absence. Red Cross will immediately engage in effects bargaining over public health Leaves when they arise.

Duration, Termination, Ratification (prior Article 25, Article 26)

- ✓ Contract now will expire 12/31/2024
- ✓ First Contracts and new employees: New Bargaining Unit Employees hired before November 1, 2022, eligible to receive TeamCare on the first of month after (8) weeks from the date of certification. These new bargaining unit employees hired on or after November 1, 2022, will be eligible to receive Coalition Healthcare on the first of the month after eight (8) weeks from the date of certification.

Appendix A

- ✓ Removal of IBT Locals as they are no longer in the Coalition.

Appendix B

- ✓ Skill Based Premiums: (changes within 90 days following ratification) Trainer and OJI will move from \$1.25 to \$2.00 per hour for all hours worked that day.
- ✓ New CSIII Position:
 - CSIII position qualifications shall include demonstrated leadership skills as well as previous qualification and experience in the following:
Power Reds (CTIII)
Charge (CSI)
OJI
 - All promotions to CSIII will be voluntary. Employees selected and do not have charge and /or power red premium included in existing hourly rate will have \$2.50 per hour baked in.
 - Employees selected who do have charge and /or power red premium included in existing hourly rate shall receive an increase above their “baked in” wage rate, not to exceed \$2.50.
 - Employees selected for CSIII classification shall not be entitled to receive any further premiums for Power Reds, Charge, or OJI.
 - Charge + OJI + DRC qualified
 - \$2.50 baked into base wage, offset by any other baked in rate
 - No skill-based premiums paid, but other premiums remain (e.g. night shift, weekends, etc.)

Appendix C

- ✓ Healthcare Rates (see additional sheets TeamCare2022 profile AN and United Steeler Workers Health and Wealth Plan)

Paid Family Leave Policy (Appendix D)

- ✓ Addition of Paid Family Leave – subject to change, please stay current and up to date with employee handbook for any changes. Coalition will be notified if any changes are made to the policy.

Supplemental Agreements Reached during 2021 Negotiations (Appendix E)

- ✓ Retention Bonus Program (expired now)
- ✓ COVID-19 Supplemental Vaccine Program MOU remains in effect through September 23, 2023 and may be extended upon mutual agreement by the parties.

Common Expiration Dates

- ✓ All Local Agreements of the Coalition Unions will have the same contract expiration as the National Addendum, which demonstrates our unity to the Red Cross and provides increased bargaining power when negotiating future contracts.

All other items in the National Addendum will remain unchanged.

**QUESTIONS REGARDING SUMMARY PLEASE REACH OUT TO:
Local Union Officers or Reps**