

Town Hall for Red Cross Members

August 21, 2022



Thank you for joining!

**We will get started in a
few minutes.**

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Agenda

- Tentative Agreement:
 - What We've Won!
- Health Insurance Updates
- Next Steps for Ratification



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

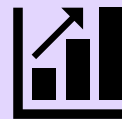


We have successfully secured affordable healthcare for the full 3-year term of this contract! TeamCare coverage will continue through 2022.

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



Health Insurance Overview

Victory! The Red Cross tried to put members in an inferior company plan, but we fought back!

- TeamCare coverage will continue through December 2022.
- Beginning January 2023, members will be covered through the Steelworkers Health and Welfare Fund
 - The Fund will provide coverage for medical, Rx drug, dental, vision, and life insurance
 - Red Cross will provide short-term disability coverage at no cost to full-time employees.



Health Insurance Details

- With coverage through the Steelworkers, you'll enjoy the same access to your doctors, medical providers, and pharmacies
- For 2023, employee contributions will increase 6%, dollar-for-dollar the same as TeamCare
Employee premiums contributions per pay period (24 annually) are as follows:
 - Employee only: \$53.01 per pay period
 - Employee + Spouse: \$216.42 per pay period
 - Employee + Child(ren): \$234.45 per pay period
 - Employee + Family: \$306.41 per pay period
- For members in California, premiums for the Kaiser HMO plan will decrease in 2023
- We also negotiated the right to make unilateral plan design changes, which means we control how our own health coverage will work throughout this contract period



Next Steps for Ratification

- **Local agreements**
 - Some are completed, and the rest are in the final stages of bargaining
- **Voting to ratify your local and national agreements by September 15th**
 - You will hear more details (about when and how) from your local rep in the next few weeks

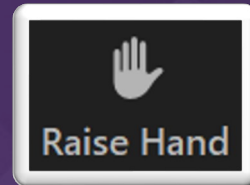


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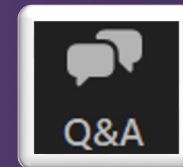
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Questions?



Please
Raise Your Hand
or use the
Q&A function.



Thank you!