

TENTATIVE AGREEMENTS
AMERICAN RED CROSS AND SEIU 721

NOVEMBER 07, 2022

1:00 PM (PST)

1. All items previously agreed upon by the parties in the bargaining sessions from September 13, 2021, to August 29th, 2022.
2. The new hire rates in the current Collective Bargaining Agreement will move to the following:

Job	Proposed New Hire Rate
Technician II, Collections (Union) WB	\$18.00
Technician III, Collections (Union) WB	\$19.50
Specialist I, Collections (Union) LVN WB	X
Specialist II, Collections (Union) WB RN	\$48.50
Specialist I, Collections (Union) FS	\$21.00
Specialist II RN, Collections (Union) FS RN	\$50.00
Specialist I, Collections (Union) LVN FS	X

3. New Wage Scale:

Job Title	Proposed Starting Rate	1 yr	5 yr	10 yr	15 yr
Tech II	\$18.00	\$18.54	\$20.76	\$23.32	\$25.42
Tech III	\$19.50	\$20.09	\$22.50	\$25.20	\$27.46
Spec I (FS)	\$21.00	\$21.63	\$24.23	\$27.20	\$29.65
Spec II (WB RN)	\$48.50				
Spec II (Aph RN)	\$ 50.00				

4. All employees who are below the new start rates will be moved up to the new rates, effective the beginning of the first pay period following ratification of this tentative agreement.

5. All employees who are below the new wage table rate will be moved to the new wage table step in accordance with their classification seniority effective the first pay period following ratification of this tentative agreement.

6. Retro Activity Bonus: Each employee hired before November 27, 2021, who are active on payroll at the time of the bonus payout, shall receive a lump sum bonus according to the following schedule, effective the first pay period following ratification of this tentative agreement:

- a. Employees who have fifteen years or more of service as of the date of execution of this agreement shall receive a \$3,250.00 dollar lump sum bonus.
- b. Employees who have between ten (10) and fifteen (15) years of service as of the date of execution of this agreement shall receive a \$2,750.00 dollar lump sum bonus.
- c. Employees who have between five (5) and ten (10) years of service as of the date of execution of this agreement shall receive a \$2,250.00 dollar lump sum bonus.
- d. Employees with less than five (5) years of service as of the date of execution of this agreement shall receive a \$1,750.00 dollar lump sum bonus.

7. All employees will also receive any across the board (ATB) increase negotiated as part of the National Addendum negotiations in addition to the increases provided herein. The ATB increase will be subject to any eligibility rules spelled out in the National Addendum.

8. Longevity Pay:

e. Effective January 1, 2023:

- i. All employees with sixteen (16) years or more of service on January 1, 2023, and all employees that reach sixteen (16) years of service after January 1, 2023, but on or before December 31, 2024, shall receive a one dollar and sixty cents (\$1.60) per hour base rate increase. The longevity pay increase will not continue past December 31, 2024.

FOR THE COMPANY: Dated: 11/7/2022

FOR THE COMPANY:

Dated: _____

FOR THE COMPANY:


Dated: _____

FOR THE COMPANY:

Dated: _____

FOR THE COMPANY:

Dated: _____

FOR THE UNION: Dated: 11/07/2022

Patricia Rotunno, RN


FOR THE UNION: Dated: 11/07/2022

Gwen Darnit

FOR THE UNION:

Dated: 11/7/2022 

FOR THE UNION:

Dated: 11/08/2022 

FOR THE UNION:

Dated: 11/08/2022 

FOR THE UNION:

Dated: 11/08/2022 FOR THE UNION: Dated: 11/8/2022

FOR THE UNION:

Dated: _____

FOR THE UNION:

Dated: _____

FOR THE UNION:

Dated: _____