

September 20, 2018



# American Red Cross Teamsters

## CONTRACT UPDATE

### Leaders from Red Cross Teamster Locals Overwhelmingly Endorse Tentative Agreement

**L**EADERS FROM TEAMSTER LOCALS THAT REPRESENT AMERICAN RED CROSS (ARC) workers overwhelmingly endorsed a tentative National Addendum today that improves wages and working conditions.

The approval paves the way for members to vote on the tentative agreement once local negotiations have been completed.

“The ARC negotiators were intent on making a number of changes to the contract, including significantly higher deductibles for TeamCare that would be paid by our members. The unions, however, maintained a unified front. In doing so, we were able to keep quality affordable health care, secure decent pay raises for the next three years and expand worker rights on the job,” said Nina Bugbee, lead negotiator for the Teamsters on the coalition’s bargaining team and Regional Director of the Public Services Division.

The Teamsters are part of a coalition of unions that negotiated the tentative agreement. The coalition represents more than 4,500 vital health care workers in 24 states. In addition to the more than 1,500 ARC workers represented by Teamsters, the coalition includes members of the Health Professional and Allied Employees of AFT, the Communications Workers of America, the Steelworkers and local affiliates of other international unions.

#### **Join the Teamsters Red Cross National Conference Call for New Contract Information**

Red Cross Teamster members are encouraged to take part in a conference call to review the new tentative agreement.

**Thursday, September 27, 2018, 8 p.m. (EDT)**

Teamster representatives will review key provisions of the National Addendum and answer questions prior to the agreement being sent to members next month for a ratification vote.

The dial-in number for the call is **1-866-767-0669**.

## SUMMARY OF 2018-2021 RED CROSS NATIONAL TENTATIVE ADDENDUM

### CONTRACT HIGHLIGHTS:

- **Improved Health Care Benefits** *including no increase to deductibles and the ability to opt out*
- **8.25% Wage Increase** *over the course of the contract*
- **Voluntary Cross-Training** *for collections technicians and a driver premium*
- **Safety and Health Protections**
- **PTO Pilot Program** *to increase PTO usage*
- **Uniform Allowance Increase**
- **Late Starts** *for turnaround time violations*
- **Direct Input in Drive Staffing Plans**

### Compensation

In late November 2018, bargaining unit employees will receive a 2.25% increase in their base wages, as well as a one-time lump sum payment of \$400 for full-time employees and \$200 for part-time employees; and a 3% increase every year thereafter for the duration of the National Addendum.

Additionally, a 1% increase will be applied to new-hire starting salaries and any local wage tiers during the first year, and 2% every year thereafter.

A joint process has been created to address compensation within Red Cross job markets to ensure that bargaining unit employees are paid competitive wages. Once the market survey is conducted, it will be reviewed and discussed by the Senior Partnership Committee (SPC), which will make recommendations to the regions. Local unions will have an opportunity to bargain changes to wages based on the SPC's recommendations.

### Health Care

There are several changes that have been made to health care as a result of the feedback received from bargaining unit employees. First, TeamCare is no longer mandatory—new hires and current bargaining unit employees may opt out of these benefits. Additionally, on January 1, 2020, the “medical only” plan will be eliminated and all bargaining unit employees will be eligible to participate in the full coverage plan which includes medical, dental, vision and other benefits.

There will be a fixed employee/employer contribution for the term of the contract at an 88% (employer) / 12% (employee) contribution ratio for individual coverage and an approximately 75% (employer) / 25% (employee) contribution ratio for employee plus family coverage. There will also be no increases in current deductibles or co-pays.

Short-term disability benefits increased from \$300 per week (10 weeks) and \$350 per week (11-26 weeks) to \$450 per week for 26 weeks for full-time employees; and the basic life insurance benefit increased from \$20,000 to \$40,000. The Red Cross will also offer bargaining unit employees the option of supplemental life insurance and a long-term disability benefit.

### Flexible Spending Accounts (FSA)

Bargaining unit employees may enroll in Flexible Spending Accounts (FSA) for qualified medical expenses for the duration of the National Addendum. This will include being issued a debit card for expenses.

### Retirement Plan

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.

### Uniforms

Collections staff will receive increases in their uniform allowances of \$110 (full time) and \$58 (part time). Employees will also be permitted to purchase and wear lab coats from a Red Cross-designated vendor.

### Rest Breaks and Meal Periods

Collections staff will be provided breaks no sooner than 1.5 hours after the start of the drive. However, a collections employee may elect to take his or her break within the first 1.5 hours after the start of the shift, but will not be required to do so. To ensure that bargaining unit employees receive meal and break time consistent with the National Addendum, there is a new requirement that these records be retained for every drive. Also, local parties are no longer



required to follow the rest breaks and meal periods language in the National Addendum, and may negotiate a different arrangement to better suit local needs.

## Hours of Work

No changes were made to existing hours of work contract language, including the Red Cross maintaining grandfathered guaranteed minimum hours in local agreements. However, in those regions that are experiencing problems with providing sufficient hours to full-time or part-time employees, the Red Cross will be evaluating scheduling practices and working with the local union to resolve them within the first year of the new National Addendum.

## Paid Time Off (PTO)

Full-time collections employees (including mobile and fixed sites) will start to accrue PTO on a 40-hour basis regardless of their location's standard work week. Therefore, if a region has a 35-hour work week, collections employees in that area will accrue PTO on a 40-hour basis.

## Holidays

All bargaining unit employees will now be able to use their floating holidays in one-hour increments. Collections employees may use their floating holidays to supplement regularly scheduled weekly hours not to exceed 40-hours in one week. Collections employees will also be able to receive eight hours of holiday pay regardless of their location's standard work week.

## Staffing

There have been significant changes made to existing staffing language, including a voluntary cross-training program which will allow collections technicians (CTs) hired prior to January 1, 2016 to volunteer to drive DOT vehicles. If the need for drivers exceeds the number of volunteers, then the Red Cross will assign the driver role to new hires and use inverse seniority for current employees. Any CT who drives a non-DOT or DOT vehicle, whether required or voluntary, will receive a \$0.75/hour driver premium when he or she drives to or from a blood drive. The premium will apply to all hours the employee works on that day. Mobile unit assistants (MUAs) who cross-train will continue to receive a 3-6% base wage increase upon successfully completing cross-training. At multi-union locations, MUAs will have the option of fully cross-training or cross-train in either phlebotomy or health history, but not both and will receive the negotiated wage increases.

Additionally, the Red Cross will not require any employee to perform regulated work unless he or she has successfully completed training; and CTs and MUAs will receive refresher training if they have not performed a cross-trained task in the preceding six months.

Local unions will also be able to work directly with management to evaluate and recommend changes to drive

staffing, and a process has been developed which will allow the local parties to deviate from the 45/45/45 initiative applied to mobile drives.

## Staff Scheduling

Prior to releasing collections staff schedules, the union and collections management will have one day to review and revise the schedule prior to posting. Collections schedules will also be published at least three weeks in advance unless a local agreement provides for more time.

Additionally, employees may now request a late arrival to the next assignment in lieu of penalty pay, in order to have a full 10 hours between shifts. These requests will not be unreasonably denied. However, in situations where the time between shifts is eight hours or less, then management must approve the request for a late start.

To reduce late ends for both mobile and fixed site bargaining unit employees, walk-in donors will not be accepted within the last 15 minutes of a drive if all appointment slots are filled. A five-minute grace period will be provided to donors who arrive late at a fixed site. The Red Cross will also establish a joint task force to address late ends at fixed sites within the first six months of National Addendum implementation. If late ends continue at fixed sites, then those problems will be escalated to the Senior Partnership Committee (SPC) for immediate resolution.

Local unions will also have an opportunity to negotiate a paid time off (PTO) pilot program to ensure bargaining unit employees receive the requested time off throughout the calendar year. The pilot program will also address deadlines for management to respond to PTO requests, the percentage of leave available during each solicitation period and an opportunity to request time off six months in advance.

## Donor Recruitment Account Managers

The union will now have an opportunity to bargain any changes to the Donor Recruitment Incentive Plan, and discuss any changes to the goal setting process. Red Cross also agreed to implement the Fiscal Year 19 Incentive Plan without the exception changes.

## Safety and Health

The National Addendum now includes a safety and health article to ensure that the Red Cross provides a safe work environment for all bargaining unit employees, and complies with all safety rules and regulations. Employees will receive training and information on infectious diseases, workplace violence and evacuation plans for mobile work sites. The Red Cross will have a contractual obligation to automatically provide health and safety information to the union on a quarterly basis. A joint labor-management committee will also be created to develop a needlestick prevention program, and to review safety concerns related to the collections technician/driver cross-training program. Additionally, the union will



have an opportunity to provide pre-decisional input prior to the Red Cross implementing any new safety and health initiatives or modifying existing programs.

### **Payroll Errors and Overpayments**

Bargaining unit employees who have incorrect paychecks by the lesser of 10% of gross wages earned or \$135 will have their paychecks corrected immediately upon validation and submitting the request to the payroll provider. Additionally, if an employee is overpaid, he or she will have the option of reimbursing the Red Cross on a repayment schedule or making a lump sum payment.

There will be no changes to local agreements that currently have a process for addressing payroll errors.

### **Employment Categories**

The Red Cross will standardize all bargaining unit job classifications within 180 days of implementing the new National Addendum, and the union will have an opportunity to bargain any changes to the extent required by law. Additionally, the Red Cross may no longer extend temporary employees' employment by six months. Once a temporary employee exceeds 180 days, he or she will automatically become a member of the bargaining unit.

### **Labor-Management Partnership**

To ensure that local unions have an opportunity to meet and discuss union participation with new hires, the Red Cross

will provide a private office or conference room for new hire orientation meetings with the union. Also, the bargaining unit list currently provided to local unions will now include each employee's rate of pay and hours worked.

### **Severance**

Local parties who do not currently have a severance policy will be permitted to bargain severance benefits for affected bargaining unit employees if there is a reduction in force. This will eliminate the inconsistent practice of some regions permitting severance pay while others do not. The Red Cross agreed that bargaining unit employees should receive these benefits and the amounts should be bargained locally.

### **Scope of the Agreement**

Any post-ratification conflicts between the National Addendum and local agreements will now be resolved through the national grievance process and not a separate resolution process.

### **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.**



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