



UNION ORGANIZING CLARIFICATIONS

American Red Cross (ARC) employees have been asking questions about information received or heard from management in recent union organizing drives. Some of this information is inaccurate or requires clarification.

WE WANT TO MAKE SURE YOU HAVE FACTUAL INFORMATION.

Q. Do Teamsters at the Red Cross have more paid time off?

ARC Answer: No. The Teamster National Addendum provides the exact same amount of paid time off that you enjoy today.

FACTUAL ANSWER: While the Teamster National Addendum does not currently have more time off, we have the ability to negotiate for more. With more members comes more leverage in contract negotiations.

Q. Do Teamsters at the Red Cross have guaranteed annual raises?

ARC Answer: Not exactly. Raises are negotiated. While the Teamster National Addendum provides a 3% across the board raise in October 2023, any annual increases after that are subject to contract negotiations, which will take place next year. As you know, ARC has an annual wage increase process for all nonunion employees; and, in addition, we have recently provided significant wage increases (well over 3%) to ensure the ARC is market competitive.

FACTUAL ANSWER: A contract is a guarantee. Any raises negotiated in a contract are guaranteed by law. While ARC may have given a recent wage increase, it was given to keep up with market demands. In many locations, ARC was unable to hire or retain staff due to the low starting wage. For this reason, ARC executives decided to raise the national starting wage to \$15. Many locations received a serious bump in their

starting wage. However, many existing staff were not given raises to keep wage compression from occurring. Wage compression is when the senior staff are making wages that are comparable to new staff. In a union location, we fight for our staff who have been with the company the longest to make sure their knowledge, experience, and expertise are reflected in their benefits and wages.

Q. Do Teamsters at the Red Cross have employer funded health care for workers and their families?

ARC Answer: Yes. ARC offers employer funded healthcare for all their employees, both union and nonunion. Our nonunion employees are offered a variety of health care plans to choose from based on their personal situation, some of which are less expensive than the "TeamCare" plan which covers Teamster represented employees. If the Teamsters Union becomes your representative, then TeamCare will be the only option for health care coverage and employees will not be able to keep their ARC health care benefits. Current Teamsters health care plan, and contribution rates, are subject to change each year, and are also re-negotiated at the end of each contract.

FACTUAL ANSWER: Yes, we negotiate the premiums you pay for health insurance. In 2021, we fought fiercely to keep those rates from going up. We will continue to fight fiercely each contract cycle to keep

those from rising. TeamCare is a PPO, part of the Blue Cross network, and is the best of the best. You are not going to be "stuck" with it; you're going to have a phenomenal health insurance plan.

Q. Do Teamsters at the Red Cross receive skill-based premiums and shift differentials?

ARC Answer: Skill based premiums and shift differentials are the same for both union and nonunion ARC employees.

FACTUAL ANSWER: This is true. However, with more members comes more leverage. More leverage allows us to ask for more in negotiations. You don't get whatever your employer decides to give you; you're guaranteed what you've negotiated for. Your premiums could easily be taken away, despite your employer telling you they will never do that. Unless you have something in a contract, it is not guaranteed.

Q. Do Coalition Unions get the 5% 401(k) match?

ARC Answer: The recent increase of the 401(k) match does not apply to Coalition Unions. A 4% match is defined in the current National Addendum which applies to Coalition Unions.

FACTUAL ANSWER: Teamsters are not a coalition union. The Teamsters are currently fighting to have 401(k) matching for Red Cross Teamsters increased from 4% to 5%. ARC

recently increased their 401(k) matching from 4% for all employees to 5% for all employees, except union members. The Teamsters are currently in arbitration fighting to have this change made to the National Addendum.

In addition to the 401(k) match, Red Cross Teamsters save significantly more money than 1% of their salary simply by being on TeamCare. That additional savings could be invested in your 401(k) or whatever else your family needs.

Q. Do Teamsters at the Red Cross have a Teamster pension plan?

ARC Answer: No. Teamster represented employees have a 401(k)-retirement plan, the same that nonunion ARC employees have today.

FACTUAL ANSWER: With more members comes more leverage. If a pension is important to our members, we will fight for it. In 2021, less than 30% of employees expressed a strong desire to see a pension come back. As we've been building our numbers, we've been educating workers on the difference between pensions and 401(k)s. A pension is something that will never run out. A 401(k) is much cheaper for an employer. We don't want cheaper, we want better. You deserve better.



JOIN THE TEAMSTERS

FOR MORE INFORMATION, CONTACT YOUR ORGANIZER:
