



American Red Cross Teamsters National Addendum 2024-2028

SUMMARY OF ECONOMIC CHANGES

ARTICLE 10 UNIFORM ALLOWANCE

Increased to \$141 annually for full-time employees and \$87 annually for part-time employees. Allowance includes shipping fees.

ARTICLE 12 COMPENSATION

- October 2024: **4%** across the board. Members with seven or more years of service will receive an additional **2%** increase to address compression issues.
- October 2025: **4%** across the board.
- October 2026: **3%** across the board.
- October 2027: **3%** across the board.

ARTICLE 14 HOLIDAY PAY

Members will now receive time and one half pay for work performed on both the actual and observed holiday.

ARTICLE 18 HEALTH CARE

Teamsters worked tirelessly with TeamCare to get members' rates lowered, which will increase workers' 2025 take-home pay anywhere from \$0.14 to \$1.25 per hour. Switching to TeamCare TA plan will cost members less money out of pocket, while retaining the same benefits (except short-term disability). The employer will pay **90% of premiums for single coverage and 80% for dependent coverage**. Up from 88%/75%. In 2026, there will be no increase in health care costs.

ARTICLE 20 RETIREMENT

Increasing 401(k) match from 4% to **6%**. Employer contributions are now vested at two years of service, down from three years of service.

APPENDIX B PAY PREMIUMS

Standard Shift Differentials:

- 2nd shift up from \$1.75/hour to **\$2.00/hour**
- 3rd shift up from \$2.25/hour to **\$2.50/hour**

Manufacturing & Service Delivery:

- M-F; 3 p.m.-11 p.m. up from \$1.75/hour to **\$2.25/hour**
- M-F; 11 p.m.-7 a.m. up from \$2.25/hour to **\$3.00/hour**
- Weekend; 7 a.m.-3 p.m. up from \$1.25/hour to **\$2.00/hour**
- Weekend; 3 p.m.-11 p.m. up from \$2.75/hour to **\$3.50/hour**
- Weekend; 11 p.m.-7 a.m. up from \$3.25/hour to **\$5.00/hour**

IRL/Therapeutic Apheresis:

- M-F; 3 p.m.-11 p.m. up from \$2.00/hour to **\$3.50/hour**
- M-F; 11 p.m.-7 a.m. up from \$3.00/hour to **\$4.50/hour**
- Weekend; 7 a.m.-3 p.m. up from \$2.00/hour to **\$4.00/hour**
- Weekend; 3 p.m.-11 p.m. up from \$3.00/hour to **\$5.00/hour**
- Weekend; 11 p.m.-7 a.m. up from \$4.00/hour to **\$6.00/hour**

Collections:

- M-F; 6 p.m.-6 a.m. up from \$1.75/hour to **\$2.00/hour**
- Weekend; 6 a.m.-6 p.m. up from \$1.25/hour to **\$1.50/hour**
- Weekend; 6 p.m.-6 a.m. up from \$2.50/hour to **\$2.75/hour**

Standard Weekend Premiums:

- 1st shift up from \$1.25/hour to **\$1.50/hour**
- 2nd shift up from \$2.00/hour to **\$2.25/hour**
- 3rd shift up from \$2.50/hour to **\$2.75/hour**

On-Call Pay:**Standard:**

- Monday-Thursday up from \$10/day to **\$20/day**
- Friday, Saturday, Sunday, and Holiday up from \$15/day to **\$25/day**

IRL/Therapeutic Apheresis:

- Monday-Thursday up from \$2.25/hour **\$3.25/hour**
- Friday, Saturday, Sunday, and Holiday up from \$2.75/hour to **\$3.75/hour**

Skill-Based Premiums:

- Charge premium up from \$2.50/hour to **\$3.00/hour**
- Trainer premium up from \$2.00/hour to **\$3.00/hour**
- Instructor (OJI) premium up from \$2.00/hour to **\$3.00/hour**
- Driver premium up from \$0.75/hour to **\$1.50/hour**
- Collections Specialist III premium up from \$2.50/hour to **\$5.00/hour**

HEALTH CARE SAVINGS

Annual Employee Contributions	Current 2024	New 2025	Annual Savings	Hourly Savings (based on 40 hours/week)
Member	\$ 1,352	\$ 1,058	\$ (294)	\$ (0.14)
Member & Children	\$ 5,889	\$ 3,298	\$ (2,591)	\$ (1.25)
Member & Spouse	\$ 5,438	\$ 4,306	\$ (1,133)	\$ (0.54)
Family	\$ 7,694	\$ 5,986	\$ (1,707)	\$ (0.82)

TAKE-HOME PAY SCENARIOS

With 7+ years of service	Current	Year 1 2024-2025	Year 2 2025-2026	Year 3 2026-2027	Year 4 2027-2028
Hourly Pay	\$ 23.00	\$ 24.38	\$ 25.36	\$ 26.12	\$ 26.90
Monthly Pay	\$ 3,987	\$ 4,226	\$ 4,395	\$ 4,527	\$ 4,663
Add:					
401(k) Employer Match	\$ 159	\$ 254	\$ 264	\$ 272	\$ 280
Monthly Gross Pay	\$ 4,146	\$ 4,479	\$ 4,659	\$ 4,798	\$ 4,942
Subtract:					
401(k) Contribution	\$ (159)	\$ (254)	\$ (264)	\$ (272)	\$ (280)
TeamCare Coverage	\$ (113)	\$ (88)	\$ (88)	\$ (92)	\$ (96)
Net Monthly Take-Home Pay	\$ 3,874	\$ 4,138	\$ 4,307	\$ 4,435	\$ 4,566

Total base pay in year 4 is 17.0% greater than current base pay. Net take-home pay in year 4 is 17.9% greater than current net take-home pay.

With less than 7+ years of service	Current	Year 1 2024-2025	Year 2 2025-2026	Year 3 2026-2027	Year 4 2027-2028
Hourly Pay	\$ 23.00	\$ 23.92	\$ 24.88	\$ 25.62	\$ 26.39
Monthly Pay	\$ 3,987	\$ 4,146	\$ 4,312	\$ 4,441	\$ 4,575
Add:					
401(k) Employer Match	\$ 159	\$ 249	\$ 259	\$ 266	\$ 274
Monthly Gross Pay	\$ 4,146	\$ 4,395	\$ 4,571	\$ 4,708	\$ 4,849
Subtract:					
401(k) Contribution	\$ (159)	\$ (249)	\$ (259)	\$ (266)	\$ (274)
TeamCare Coverage	\$ (113)	\$ (88)	\$ (88)	\$ (92)	\$ (96)
Net Monthly Take-Home Pay	\$ 3,874	\$ 4,058	\$ 4,224	\$ 4,350	\$ 4,478

Total base pay in year 4 is 14.7% greater than current base pay. Net take-home pay in year 4 is 15.6% greater than current net take-home pay.