



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. However, there is language in the Teamsters contract that states the company can never offer more PTO to a nonunion worker in their classification.

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 percent 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 percent) to ensure the ARC is market competitive.

FACTUAL ANSWER: A contract is a guarantee. Any raises negotiated in a contract are guaranteed by law. In the new tentative national addendum, Red Cross Teamsters will receive a 4 percent wage

increase across the board in 2024 as well as an additional 2 percent for a total of 6 percent if they have more than seven years of service. In the additional years of the contract, Teamsters will receive wage increases across the board—4 percent increase in 2025 and 3 percent increases in 2026 and 2027.

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 the new tentative national addendum, Red Cross Teamsters will pay significantly less in health care costs. In 2028, health care for Red Cross Teamsters will cost less than it does in 2024.

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. That's why Teamsters were able to increase most shift differentials and skilled-based premiums in the new tentative national addendum.

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 percent 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 percent to 5 percent ARC recently increased their 401(k) matching from 4 percent for all employees to 5 percent for all employees, except union members. The Teamsters are currently in arbitration fighting to have this change made to the national addendum. In the new tentative national addendum, the 401(k) match has been increased to 6 percent. In addition to the 401(k) match, Red Cross Teamsters save significantly more money than 1 percent of their salary simply by being on TeamCare. That additional savings could be invested in your 401(k) or whatever else your family needs.



JOIN THE TEAMSTERS!

FOR MORE INFORMATION, CONTACT YOUR ORGANIZER: