

**American Red Cross and IBT 63  
Manufacturing and Lab Collective Bargaining  
Tentative Agreements**

**Article 26 – Hours of Work**

**Section 3b**

Mandatory weekend work scheduling will be discussed in the local Labor/Management meetings.

**Article 26 – Hours of Work**

**Section 4**

Exceptional circumstances will be considered, on a case-by-case basis, for tardies that are eligible for a attendance policy occurrence.

**Article 27 – Paid Time Off**

Both Manufacturing work groups will allow a limit of 3 employees off per department on any given day. One for each of the three shifts.

**New Article – IRL Staffing**

1. The Red Cross is permitted to use contractors from MLS Global, or other recruiting firms, to fill three Technologist III, IRL positions for a three year period, beginning on the first contract begins working in the Pomona CA facility. The Red Cross will be permitted to utilize contractors for these three positions, regardless of any turnover among individual contractors or a change in the contracting entity, for the entire three-year period.
2. The Union agrees that the MLS Global contractors are not Red Cross employees and are therefore not members of the bargaining unit and have no rights under either the local collective bargaining agreement or the National Teamsters Addendum. To that end, the Union agrees that the contractors have no obligation to pay union dues, are not eligible for inclusion on the seniority list, and will receive none of the benefits afforded to bargaining unit members.
3. To the extent that there is any contractual language that would prohibit the utilization of contractors as outlined above, this Article supersedes that language.
4. The Red Cross's decision to use, and utilization of, MLS Global contractors, or other recruiting firm, is not subject to the grievance and arbitration procedure under either the local collective bargaining agreement or the National Teamsters Addendum.

**Article 34 – Wages**

1. Compression adjustments:
  - a. All employees who are below the new start rates move up to the new rates.
  - b. Any employee below the appropriate wage table step will be moved to the appropriate wage.
  - c. All employees will also receive any across the board (ATB) increase negotiated as part of the Coalition 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.
  
2. Any employee active on payroll on the date of ratification that did not get a wage adjustment as a result of the changes to the wage table, will receive a \$.75 (seventy-five cent) increase to their current hourly wage, effective at the beginning of the second pay period following ratification of the local agreement.

	Start	1yr	5yr	10yr	15yr
Technician, Mfg	\$ 23.00	\$ 24.61	\$ 26.33	\$ 28.18	\$ 30.15
Technologist I, Mfg	\$ 28.00	\$ 29.96	\$ 32.06	\$ 34.30	\$ 36.70
Technologist II, Mfg	\$ 41.00	\$ 43.87	\$ 46.94	\$ 50.23	\$ 53.74
Laboratory Assistant, IRL	\$ 24.00	\$ 25.68	\$ 27.48	\$ 29.40	\$ 31.46
Technician II, IRL	\$ 29.00	\$ 31.03	\$ 33.20	\$ 35.53	\$ 38.01
Technologist I, IRL	\$ 37.00	\$ 39.59	\$ 42.36	\$ 45.33	\$ 48.50
Technologist II, IRL/HLA	\$ 41.00	\$ 43.87	\$ 46.94	\$ 50.23	\$ 53.74
Technologist III, IRL/HLA	\$ 46.50	\$ 49.76	\$ 53.24	\$ 56.96	\$ 60.95