

**Final Tentative Agreement between  
American Red Cross and American Red Cross and Teamsters Local No. 542**

1. Article 38.2 – Increase starting wages to:

a. Tech I - \$23.00

b. Tech II - \$26.00

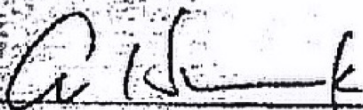
2. New Wage Rates for Current Employees

Employee Name	Current Wage Rate	New Wage Rate
Rubalcava, Jose	\$24.60	\$26.00
Strickel, Robert I.	\$23.76	\$25.01
Edwards, Shawn Nicholas	\$21.86	\$23.25
Goff, Brian Robert	\$21.86	\$23.25
Morrison, Afysha Danielle	\$21.86	\$23.25

3. Replace last two sentences in Article 38.2 with the following: "The new hire wage rates set forth in this Section are considered "minimums." The Red Cross may increase these rates to address market conditions or acknowledgement of prior experience of a new hire; under such circumstances, the Red Cross will also be permitted to increase wage rates for current employees to address compression. The Red Cross may also, at its sole discretion, provide employees with monetary or other rewards in the form of hiring bonuses, referral bonuses, retention bonuses, or collection goal bonuses. The Company shall promptly notify the Union of any such wage rate increase or bonus."

4. Term of Agreement (Article 39) – Update to reflect the term of the National Teamsters Addendum

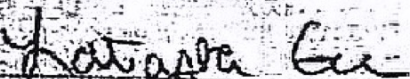
AGREED TO:



AMERICAN RED CROSS

5-1-24

DATE



4-22-24

DATE

IBT LOCAL 542

**Memorandum of Agreement between  
American Red Cross and American Red Cross and Teamsters Local No. 542**

The American Red Cross ("Red Cross") and International Brotherhood of Teamsters Local No. 542 ("Union") agree as follows:

The Red Cross agrees to implement the starting hourly wage rates and wage increases for current employees agreed to in the local tentative agreement effective with the start of the second full pay period following the signed tentative agreement of a successor local contract by the Union. If, subsequently, the Union fails to ratify the Local or National Contract, then the Red Cross reserves the right to re-negotiate any and all terms of the Local Tentative Agreement, including said wage increases.

AGREED TO:

*A. H. K.*

AMERICAN RED CROSS

5-1-24

DATE

*Latasha C.*

IBT LOCAL 542

4-22-24

DATE