

**MEMORANDUM OF AGREEMENT
AMERICAN RED CROSS and TEAMSTERS LOCAL 570**

The following Memorandum of Agreement is entered Into as of the date of this document, by and between American Red Cross, Greater Chesapeake and Potomac Blood Services Region hereinafter known as the "COMPANY" or the "EMPLOYER" and Teamsters Local Union No. 570 of Baltimore, Maryland, an affiliated Local Union of the INTERNATIONAL BROTHERHOOD OF TEAMSTERS, hereinafter known as the "UNION."

This MOA applies to the Bargaining Unit represented by the Union at the Company's Baltimore, Maryland facility. It is intended to identify the key terms and conditions agreed upon by the negotiating committees. **Subject to ratification.**

All Hands On Deck:

The Company will give the union four (4) months' notice for All Hands On Deck drives. Thirty (30) days prior to the drive, the Company will reevaluate if AHOD is still needed based on donor sign ups and other factors such as staffing. If it is determined AHOD is NOT needed, the Company will begin to release staff by seniority. If drive remains AHOD but day of operations determine staff can be released, it will be done by seniority and posted on a wall in the break room prior to the start of the drive.

Time Off Request:

The Company will continue to maintain and a high rate of response, with a goal to get to 100%, within 48 hours of the request. For FY25 the Company is striving for 100% PTO approval. Reducing callouts and maintaining a pipeline of staff trained in critical roles will be key to achieve this goal. Additionally, the PTO Sharepoint will be reviewed weekly prior to schedule review to assist with closing and gaps in response or scheduling errors due to lack of information regarding PTO. Company will present any updates or improvements to the PTO request model at LMMs.

Rest Breaks and Meal Periods:

Beginning July 1st, 2025, Company agrees to shut down the donor schedule for a period of one hour for **planned** three (3) staff drives. This will allow staff to complete donations in the first 15 minutes, then all take a break for 45 minutes, so the drive is not ever staffed with two (2) staff members. This does not apply to drives that were planned for (four) 4 staff or more, but due to callouts become (three) 3 staff. Those drives will require the use of At Drive management. Operational needs may determine this is not possible at some drives.

Mileage Allowance:

Company will continue to pay staff rings for working outside of their territory range. Instead of the current process of a paper map and string, Company and staff will use Google Maps to determine miles and enter rings accordingly. Mileage will have 30 miles deducted based on home address in Workday as well as tolls that have receipts. Charges need to enter mileage on Op Records. Company can audit mileage reimbursement submissions to ensure accurate reporting. The Company will continue to pay the first (1st) hour of travel for each day at the employee's straight time hourly rate of pay.

Pull Day:

Per Article 9. Staff Scheduling, Section 3C of the National Teamsters Addendum, the Company will make every effort to accommodate 48 hours or more notice for moving drives. However, if staff needs to move because of excessive callouts, we cannot guarantee 48-hour notice. Business need may also be a factor in moving staff to a drive with higher sign up from a drive with low sign ups. Staff will continue to be assigned no more than 1 pull day per week and reassigned drive will maintain a window of (ninety) 90

minutes on either side of original drive time. Rings will continue to be paid for travel withing drives using Google Maps as noted in Mileage Allowance.

Core Drivers:

The Company will train all new hires within the first sixty (60) days of hire to perform the function of Core Driver. As new hires complete the training, the new hire will be moved into the Core Drivers role and the current Core Drivers will be given the option to be removed from the Core Driver's function by seniority. The Company will provide the Union with an updated list whenever it changes at LMM Meetings. Training should be done by union employee, unless union employee is not available.

Inclement Weather:

The company will form a multi department committee to make decisions on weather closures by a specified time period determined by the committee. The committee will balance staff safety, preparedness of each specific site (plowed unloading and parking, etc.) and patient needs.

Canceled Drives:

Company will notify employees of a canceled Drive within 30 minutes of the cancellation. If a drive cancels, the Red Cross is already at risk for not meeting patient needs. For business needs, Company needs to have the ability to send staff elsewhere, within a similar time period per the contract (90 minutes) Rings will also be paid for travel.

Turnaround Time (TAT):

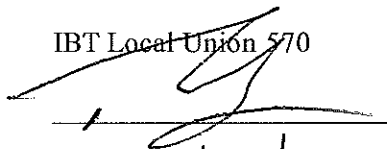
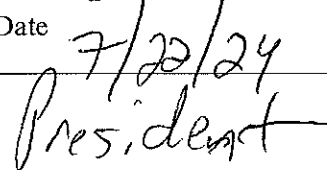
We will honor the language in the new National agreement Employees who "bid" on Drives with less than ten (10) hours between shifts are not eligible to be paid the TAT penalty. Employees will not be given attendance points or disciplined when arriving late to their next assignment. Drives that result in having less than 10-hours TAT due to traffic or unforeseen issues will be evaluated on a case-by-case basis.

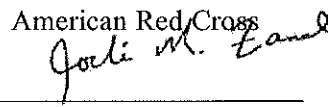
Maryland Healthy Working Families Act: The Company shall comply in accordance with the law.

Members of Teamsters Local Union 570, also the same employees of American Red Cross Greater Chesapeake and Potomac Region, on Sunday, January 28, 2024, voted not to open/negotiate the terms of the Local Bargaining Agreement.

The International Brotherhood of Teamsters Local Union 570 and the American Red Cross Greater Chesapeake and Potomac Region agree to extend the current Local Collective Bargaining Agreement (October 1, 2021 – September 30, 2024) in its entirety, **through September 30, 2028, or agreed dates.**

The parties, below by their signature, are in agreement.

IBT Local Union 570

Date 7/22/24

President

American Red Cross

Date July 22, 2024