

**Final Tentative Agreement between  
American Red Cross and American Red Cross and Teamsters Local No. 682**

1. Article 11.5 – Increase to \$45/night. Remove second to last sentence (“This premium will be continued or eliminated as determined by the process outlined in Article 14, Section 6 of the National Addendum.”)
2. Article 20.6 – Increase starting wages to:
  - i. PUD - \$16
  - ii. Tech II – \$18.50
  - iii. Tech II CDL – \$20.50
  - iv. Tech III - \$19.50
  - v. Tech III CDL - \$21.50
  - vi. Specialist II - \$21.50
  - vii. Specialist II CDL - \$23.50
3. Certain employees will receive compression increases, as indicated in Attachment A.
4. Addition to Article 20.6:
  - a. The new hire wage rates set forth in Section 20.6 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.
5. Article 20.4 – Replace with: Employees active on the payroll prior to ratification of this contract and the National Teamsters Addendum will receive a one-time \$400 lump sum ratification bonus payable during the second pay period following ratification. If the National Teamsters Addendum contains a ratification bonus, bargaining unit members will receive the higher of the two bonuses (not both).
6. Article 22 – Termination of Agreement – Align with Teamsters National Addendum

AGREED TO:

Ty H K

AMERICAN RED CROSS

4/3/24

DATE

Matthew L. Stinson

IBT LOCAL 682

02 April

DATE

**Memorandum of Agreement between  
American Red Cross and American Red Cross and Teamsters Local No. 682**

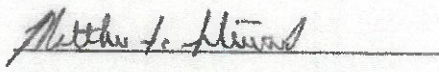
The American Red Cross ("Red Cross") and International Brotherhood of Teamsters Local No. 682 ("Union") agree as follows:

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:

  
AMERICAN RED CROSS

4/3/24  
DATE

  
IBT LOCAL 682

02 Apr 24  
DATE

Name	Job Code Descr	Rate	Requested Rate	Compression \$0.50 for all with more than 1 YOS	FINAL rate
Kamau, Kaleem Hashim	CO1013UC - Technician III, Collections (Union)	22.75		0.50	23.25
Hamilton, Ronald Eugene	FL1009UC - Driver (Union)	16.39		0.50	16.89
Frankenbach, Blake D	FL1009UC - Driver (Union)	16.39		0.50	16.89
Bass, Montrice Monzell	CO1005UC - Specialist II, Collections (Union)	\$20.50	\$21.50		\$21.50
Lee, Ashley Marie	CO1005UC - Specialist II, Collections (Union)	22.64		0.50	23.14
Shackelford, Tamica	CO1005UC - Specialist II, Collections (Union)	\$21.11	\$21.50	\$0.50	22.00
Shelby, James	CO1037UC - Specialist II CDL, Collections (Union)	23.73		0.50	24.23
Womack, Alexis	CO1005UC - Specialist II, Collections (Union)	\$21.10	\$21.50	\$0.50	\$22.00
Shepard, Adrienne Nashay	CO1005UC - Specialist II, Collections (Union)	\$21.14	\$21.50	\$0.50	22.00
Johnson, Janell	CO1005UC - Specialist II, Collections (Union)	\$21.29	\$21.50	\$0.50	22.00
Zaggy, Anamaria	CO1005UC - Specialist II, Collections (Union)	\$21.06	\$21.50	\$0.50	22.00
Howard, Angelisa R	CO1013UC - Technician III, Collections (Union)	\$19.03	\$19.50		\$19.50
Payton, Sarah Catherine	CO1005UC - Specialist II, Collections (Union)	\$21.36	\$21.50	\$0.50	22.00
Bates, Ayana Monet	CO1005UC - Specialist II, Collections (Union)	\$21.06	\$21.50	\$0.50	22.00
Clark, Taneisha Marquetta	CO1013UC - Technician III, Collections (Union)	\$19.06	\$19.50	\$0.50	\$20.00
Brown, Memorie Bianca	CO1005UC - Specialist II, Collections (Union)	\$21.06	\$21.50	\$0.50	22.00

Casady, Esther Saint-Julien	CO1005UC - Specialist II, Collections (Union)	\$21.06	\$21.50	\$0.50	\$22.00
Booker, Katie Lacheryl	CO1005UC - Specialist II, Collections (Union)	\$21.06	\$21.50		\$21.50
Johnson, Mya Antonette	CO1013UC - Technician III, Collections (Union)	\$19.03	\$19.50		\$19.50
Pittman, Deonna Latrise	CO1007UC - Technician II, Collections (Union)	\$18.03	\$18.50		\$18.50
Haynes, Jayla	CO1013UC - Technician III, Collections (Union)	\$19.03	\$19.50		\$19.50
Johnson, Kimmana Lashay	CO1007UC - Technician II, Collections (Union)	\$18.03	\$18.50		\$18.50
Peinado, Fatima	CO1013UC - Technician III, Collections (Union)	\$19.03	\$19.50		\$19.50
Evans, Maya Renee	CO1013UC - Technician III, Collections (Union)	\$19.03	\$19.50		\$19.50
Willmington, Jazmun Renay	CO1007UC - Technician II, Collections (Union)	\$18.03	\$18.50		\$18.50
Lee, Taniyah Nacole	CO1013UC - Technician III, Collections (Union)	\$19.03	\$19.50		\$19.50
Morrow, Daveon Darnell	CO1013UC - Technician III, Collections (Union)	\$19.03	\$19.50		\$19.50
Bassett, Phylcia Latrice	CO1031UC - Technician II CDL, Collections (Union)	\$20.09	\$20.50		\$20.50
Nicholson, Charlie Mayhem	CO1007UC - Technician II, Collections (Union)	\$18.03	\$18.50		\$18.50
Carson, Lamya Mona	CO1007UC - Technician II, Collections (Union)	\$18.03	\$18.50		\$18.50
Perez, Courtney Lynn	CO1007UC - Technician II, Collections (Union)	\$18.03	\$18.50		\$18.50
Richards, Nicholas James	CO1033UC - Technician III CDL, Collections (Union)	\$21.09	\$21.50		\$21.50
Riley, Chireyhail Legend	CO1007UC - Technician II, Collections (Union)	\$17.50	\$18.50		\$18.50

Boyd, Mariah Edna	CO1007UC - Technician II, Collections (Union)	\$17.50	\$18.50		\$18.50
Harris, Debreah Leondra	CO1007UC - Technician II, Collections (Union)	\$17.50	\$18.50		\$18.50
Stampley, Chanelle	CO1007UC - Technician II, Collections (Union)	\$17.50	\$18.50		\$18.50
Robinson, Adjani Daishon	CO1007UC - Technician II, Collections (Union)	\$17.50	\$18.50		\$18.50
Nega, Aster	CO1007UC - Technician II, Collections (Union)	\$17.50	\$18.50		\$18.50
Davis, Acacia Dymia	CO1007UC - Technician II, Collections (Union)	\$17.50	\$18.50		\$18.50
Alexander, Mia Nicole	CO1007UC - Technician II, Collections (Union)	\$17.50	\$18.50		\$18.50
Moore, Melissa Rachelle	CO1007UC - Technician II, Collections (Union)	\$17.50	\$18.50		\$18.50
Branom, Shameeka	CO1007UC - Technician II, Collections (Union)	\$17.50	\$18.50		\$18.50
Miller, Leila Latoria	CO1007UC - Technician II, Collections (Union)	\$17.50	\$18.50		\$18.50
Callaway, Melyssa Jane	CO1007UC - Technician II, Collections (Union)	\$17.50	\$18.50		\$18.50
Bentinganan, Grant Daniel	CO1007UC - Technician II, Collections (Union)	\$17.50	\$18.50		\$18.50
Walker, Terrance Lavell	CO1007UC - Technician II, Collections (Union)	\$17.50	\$18.50		\$18.50
Ashline, Zachary Valon	CO1007UC - Technician II, Collections (Union)	\$17.50	\$18.50		\$18.50
Scott, Amarjay	CO1007UC - Technician II, Collections (Union)	\$17.50	\$18.50		\$18.50
Brown, Toriona Wyvette	CO1007UC - Technician II, Collections (Union)	\$17.50	\$18.50		\$18.50
Paraham, Destinee Marie	CO1007UC - Technician II, Collections (Union)	\$17.50	\$18.50		\$18.50