

Teamsters Local 728 and American Red Cross TA's for the MFS Collections

1. Article 11, Section 5:

Section 5. The Employer agrees to grant a reasonable amount of time off, not to exceed one year, without loss of seniority rights and without pay, to an employee designated by the Union to serve on official Union business. Requests for such a leave shall be provided as far in advance as reasonably possible and shall include the proposed duration of the leave. The Employer is not required to grant Union leave to more than one employee at a time and may limit the number of employees granted union leave due to service needs or operational issues. **Such a request shall made directly to the and can only be approved by, the Fixed Site Director.**

2. **Article 15, section 12:**

Section 12. Bidding

Employees shall bid on their two consecutive days off, based on the A-B rotation (which is each employee being scheduled to work two weekends a month). In each individual location within the bargaining unit, this bidding practice shall be conducted in seniority order twice per year, once in the month of ~~April~~ **February** and once in the month of ~~October~~ **August** of each year unless a change in business need requires a change to the schedule prior to the next scheduled bid. **The Red Cross will not be required to rebid positions at a fixed site before filling a vacancy.** If a change in business need requires a change in scheduling, ARC shall meet and confer with the union prior to establishing a new schedule. Any new schedule resulting from a change in business need shall follow the bidding procedures outlined in this section. The Employer shall schedule each employee for four days of work out of the remaining five days in the week. If the number of shifts for a location is filled, in order to schedule each employee with four (4) days of work, employees may be assigned as a floater and shall report to the location of need. Floaters will receive the on-call premium outlined in Appendix B of the National Addendum for each shift that they are scheduled in the float position.

3. Article 19 section 2C

c. Step Three: If the matter remains unresolved, after Step Two, it shall then be referred to and jointly considered by representative(s) of the Union and the Employer (including Human Resources Manager or her ~~designee~~ **and Fixed Site Director**) in an attempt to reach a resolution acceptable to all. This meeting will be scheduled within ten (10) working days of the Step Two Answer, though the meeting itself may be beyond the 10 day period, depending on availability of the parties. The Employer shall answer the grievance in writing within ten (10) working days of the Step Three meeting,

4. Articles 10 Section 9. Training. The Employer will offer employees training in automated equipment and special collections based upon bargaining unit seniority **by location and operational needs** . It also will determine when such training shall take place. However, the Employer will make a reasonable effort to offer this training at least twice a year.

5. Article 28-**Align with National Teamsters Addendum**

6. **Article 1, Gender:** Captions and terms contained and used in this Agreement are for convenience only. ~~Whenever the masculine or feminine gender is used, it shall equally include other.~~ **All pronouns used shall equally include he/she/they.**

7. ~~Agreement: Southern Blood Services Region of the American Red Cross to~~ **(Donor Services, Georgia Region of the American Red cross.**

8. **Article 10 Section 8:** (Volunteers who are assigned a position at a metro fixed site and whose seniority supersedes the staff that has been awarded the assignment will not be able to bump the pre-scheduled or assigned staff out of their assign OJI training assignment except for unforeseen circumstances. **Move this language to Article 15.**

Within 60 days parties will have a MOA on this Transfer language and wage rates instead of the past practice (this has not been done)