

**American Red Cross and Teamsters Local No. 728 – DRD
AMERICAN RED CROSS LAST BEST AND FINAL OFFER**

1. Add the following to Article 22, Step Four: The panel requested from the FMCS must specify National Academy of Arbitrators members only.
2. Article 17, Job Openings: Add the language in bold: “The position will be filled with the most senior, qualified bargaining unit applicant. **The Red Cross will determine whether an applicant is qualified based on factors including but not limited to the Red Cross’s assessment of the applicant’s knowledge, skills, previous performance and work history, disciplinary history, and prior portfolio.**
3. Article 21:
 - a. New Section 2C – Employees may be disciplined for failure to meet any of the performance metrics in effect at the time. If an employee misses more than one performance metric in a month, the employee will only receive one disciplinary action.
 - b. Section 3 - Discipline will be administered within **ten working days** ~~a reasonable period~~ after the Employer learns of and completes its investigation of the reason(s) for it. The Employer’s investigation shall be conducted within a reasonable time after it becomes aware of the issue.
 - c. Section 4 – Copies of written discipline including suspension (not to include documentation of coaching) issued to employees will be given to the employee at the time of discipline and provided **to the Union upon request.**
 - d. Section 5 – Update the following sentences: Performance related material and disciplinary records shall only be held in account for a rolling twelve (12) month period. ~~except for final warnings. These final warnings may be counted for a period of up to eighteen (18) months.~~
4. New Section – Holidays
 - a. Holidays will be designated and administered pursuant to Article 15 of the National Addendum. All floating holidays shall be scheduled in accordance with local agreement(s) and practices for the duration of this agreement.