


**Final Tentative Agreement between American Red Cross and  
Teamsters Local Union No. 795, affiliated with the International Brotherhood of Teamsters**

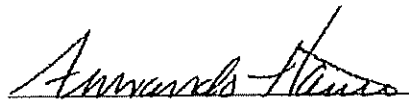
1. Add language in bold to Article 9.2(1) – If the posted schedule is revised less than **seventy-two (72) hours before the employee's scheduled start time**, the Employer will contact the affected employee(s) using the contact information provided to Human Resources. Contact may occur in person, or via phone call, voice mail, email, internal mail, or text message. Management reserves the right to change the form and methodology of contact. Once the employee is contacted about the schedule change, the employee is responsible for the change. **All other revisions to the posted schedule will be communicated through Skedulo.**
2. Add language in bold to Article 17.3 – The Employer shall supply a bulletin board of reasonable size at the **Wichita, Salina, Manhattan, Lawrence, Garden City and Hays facilities** for the exclusive use of the Union.
3. Article 29 - Increase the per diem meal allowance to forty-five dollars (\$45.00) per night.
4. Article 31.1 – Starting wage rates increased for each position:
  - i. CMC \$16.32
  - ii. CT II \$17.85
  - iii. CT III \$18.85 (\$1.00 baked in per CBA language)
  - iv. CS II \$21.35 (\$2.50 baked in per MOU signed with union)
  - v. CS II, CDL \$22.35 (\$1.00 baked in per CBA language)
5. All employees below the new starting wage rates will be brought up to the starting wage rates, as indicated in Attachment A.
6. Article 31.4 – Add the following language: The Red Cross will also be permitted to increase wage rates for current employees to address compression after notice to the Union.
7. Article 31.7 – Update Article 31.7 to reflect annual increases to starting wages in National Teamsters Addendum.
8. Article 34 – Update to reflect the term of the National Teamsters Addendum.
9. MOU (p. 21) – Update MOU Number MOU #1
10. MOU (p. 21) – Update charge premium amount from two dollars (\$2.00) to two dollars and fifty cents (\$2.50) [\$0.50 increase to all employees who currently have the premium baked in].


11. MOU (p, 22) – Update MOU #1 to MOU #2

AGREED TO:

  
AMERICAN RED CROSS

  
DATE

  
IBT LOCAL 795

  
DATE