

**American Red Cross and IBT 223,839,760
 Mobile and Fixed Site Collections
 Oregon/Washington
 Collective Bargaining
 Company Proposals**

Schedule A

Seattle/Bend/Portland/Vancouver/Wood Village FS	
Job	Proposed Rate
Technician II, Collections	\$20.25
Technician II CDL, Collections	\$22.12
Technician III, Collections	\$21.25
Specialist II, Collections MOBILE	\$23.00
Specialist II CDL, Collections	\$25.25
Specialist I, Collections	\$22.50
Specialist II, Collections FIXED SITE	\$25.25

MEDFORD/SALEM/YAKAMA/RICHLAND	
Job	Proposed Rate
Technician II, Collections	\$19.25
Technician II CDL, Collections	\$21.12
Technician III, Collections	\$20.25
Specialist II, Collections MOBILE	\$22.25
Specialist II CDL, Collections	\$24.50
Specialist I, Collections	\$21.50
Specialist II, Collections FIXED SITE	\$24.27

The American Red Cross reserves the right to add, delete, amend and modify their proposals during the course of negotiations.

1. Compression adjustments:
 - a. All employees who are below the new start rates move up to the new rates.
 - b. All employees will also receive any across the board (ATB) increase negotiated as part of the Coalition National Addendum negotiations in addition to the increases provided herein. The ATB increase will be subject to any eligibility rules spelled out in the National Addendum.
 - c. Compression adjustment provided to employees whose current rate is within 10% of the new start rate.
2. New Language: “The new hire wage rates set forth in this Section 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.”

Article 13 – Leaves of Absence

Section B – Leaves of Absence without pay

Refer to Teamsters National Addendum Appendix E

Article 18 – Travel

Section A. Meal Allowances. For overnight trips the Employer will provide a **\$45.00** per day meal allowance. When returning from an overnight with a return time of 6:00 pm or later shall be paid at the overnight rate. Employees previously scheduled to return from an overnight drive before 6:00 pm but who actually return after 6:00 pm due to verifiable circumstances beyond their control shall be provided a **\$45.00** meal allowance.

Article 20

Termination of Agreement – Align with Teamsters National Addendum

**American Red Cross and IBT 223
Service Deliver - Distribution
Portland OR
Collective Bargaining
Company Proposals**

The American Red Cross Blood Services, Pacific Northwest Region and International Brotherhood of Teamsters Local 223 (each, a “Party”; collectively, the “Parties”) agree to extend the current local collective bargaining agreement (October 1, 2021 through September 30, 2024) under the existing terms and conditions (as they may be modified by the National Teamsters Addendum following ratification) through the expiration of the National Teamsters Addendum that is currently being negotiated (expiration date TBD).

Notwithstanding the above, the Parties agree to make the following change(s) to the local collective bargaining agreement:

Once the term of the new National Teamsters Addendum is known, the Parties will update Article 22 of the local collective bargaining agreement to align with the term of the new National Teamsters Addendum.