

Tentative Agreement
American Red Cross
and
Teamsters Local Union No. 337

Article II, Section 2.2 Union Security

The parties agree that the language from the 2010 to 2013 local agreement will replace the following language:

~~The parties agree that if and when Union Security agreements become legally enforceable under Michigan state law then the Union Security section (Article II, Section 2.2) from the collective bargaining agreement dated November 12, 2010 through June 30, 2013 will be inserted in this section.~~

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Article V Hours of Work

Section 5.5.1 Week day Scheduling

In the event Management determines that additional staff is needed, on any particular shift Monday through Friday, the procedures below will be followed.

- A. Pre-planned assignments of ten working days or less (with 24 hours or more notice)
 - 1. Available work will be posted and will be taken down 24 hours before the start of the posted shift. Available work will be posted and stay up no longer than 72 hours and will require signatures from Management, as well as Union Steward, along with the date and time when taken down. Employees who are not already regularly scheduled for the shift may sign up for the available work. Employees will not be allowed to change, add, or delete from the posted sheet once it is taken down. Failure to sign the posted sheet will result in loss of the opportunity to volunteer for the available work.
 - 2. From the volunteers who sign the sheet (who are not already scheduled), work will be assigned as follows:
 - i. First, to full-time employees with the ability to do the work, within the department by order of seniority.
 - ii. Second, to part-time/per diem employees with the ability to do the work, within the department by order of seniority.
 - iii. Third, if no volunteers, the least senior employee with the ability to do the work within the department working the shift immediately before and after the vacant shift will be mandated to stay over / come in 4 hours early to cover 8 hours vacant shift.
- B. Short notice assignments (less than 8 hours notice)
 - 1. Supervisors will verbally canvass all employees presently at work to stay over to work the shift. Order of canvass will be as follows:
 - i. Supervisors will canvass all departmental staff via text or via phone call offering overtime for coverage for the open shift. The highest senior qualified staff that responds within 15 minutes will be awarded the shift.
 - ii. If no one wants the shift overtime, the lowest qualified staff member on the shift before and after the vacant shift will be mandated to stay / come in early 4 hours each to cover 8 hours vacant shift.

C. Delete this subpart

D. Will become C.

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Article VI, Section 6.5 and 6.10 Medical Leave

Article VI, Section 6.5 Paragraph 1

The provisions of Appendix D, Paid Family Leave Policy, contained in the National Teamsters Addendum shall apply for all eligible medical leaves covered by the Federal FMLA. ~~Medical leaves shall be administered in accordance with the Family Medical Leave Act in effect or as may be amended.~~ To the extent a medical leave is not FMLA protected, or to the extent that nothing herein is inconsistent with FMLA protected leave, the following provisions shall apply.

Section 6.10

Delete as repetitive.

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Article VIII ~~Vacation~~ PTO

Section 8.1

Delete and replace with:

Full time seniority employees shall be entitled to ~~vacation~~ PTO with pay as provided in the National Teamsters Addendum.

Delete Sections 8.2 – 8.4

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Article XII, Section 12.1

Section 12.1

Add at the end of the paragraph:

All minor violations resulting in disciplinary action shall include a verbal counseling/procedure review prior to a written warning being issued.

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Various Edits

The parties have agreed that there are multiple edits that they will correct in the Local Agreement related to proper identification of the Red Cross Michigan Region, corrections to properly identify the correct National Teamsters Addendum Articles referenced in the local agreement, spelling and punctuations. These provisions have no material impact on the wages, hours of work, or conditions of employment for employees covered by the Agreement.

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Exhibit A Wages

The rates contained in the current wage table will be adjusted in accordance with the starting wage increases contained in the National Teamsters Addendum and the 90 day rate will be appropriately increased.

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