



## UNION ORGANIZING CLARIFICATIONS

**American Red Cross (ARC)** employees have been asking questions about information received or heard from management in recent union organizing drives. Some of this information is inaccurate or requires clarification.

### **WE WANT TO MAKE SURE YOU HAVE FACTUAL INFORMATION.**

***Q. Do Teamsters at the Red Cross have more paid time off?***

**ARC Answer:** No. The Teamsters National Addendum provides the exact same amount of paid time off that you enjoy today.

**FACTUAL ANSWER:** While the Teamsters National Addendum does not currently have more time off, we have the ability to negotiate for more. With more members comes more leverage in contract negotiations. However, there is language in the Teamsters contract that states the company can never offer more PTO to a nonunion worker in their classification.

***Q. Do Teamsters at the Red Cross have guaranteed annual raises?***

**ARC Answer:** Not exactly. Raises are negotiated and currently, we have an agreement through 2028. Everything beyond 2028 will have to be bargained for. As you know, ARC has an annual wage increase process for all nonunion employees; and, in addition, we have recently provided significant wage increases (well over 3 percent) to ensure the ARC is market competitive.

**FACTUAL ANSWER:** A contract is a guarantee. Any raises negotiated in a contract are guaranteed by law. In the new tentative national addendum, Red Cross Teamsters will receive wage increases across the board of 3 percent increases in 2026 and 2027.

***Q. Do Teamsters at the Red Cross have employer funded health care for workers and their families?***

**ARC Answer:** Yes. ARC offers employer funded healthcare for all their employees, both union and nonunion. Our nonunion employees are offered a variety of health care plans to choose from based on their personal situation, some of which are less expensive than the "TeamCare" plan which covers Teamsters represented employees. If the Teamsters Union becomes your representative, then TeamCare will be the only option for health care coverage and employees will not be able to keep their ARC health care benefits. Current Teamsters health care plan, and contribution rates, are subject to change each year, and are also re-negotiated at the end of each contract.

**FACTUAL ANSWER:** Yes, we negotiate the premiums you pay for health insurance. In the new national addendum, Red Cross Teamsters will pay significantly less in health care costs. In 2028, health care for Red Cross Teamsters will cost less than it does in 2024.

***Q. Do Teamsters at the Red Cross receive skill-based premiums and shift differentials?***

**ARC Answer:** Skill based premiums and shift differentials are the same for both union and nonunion ARC employees.

**FACTUAL ANSWER:** This is true. However, with more members comes more leverage. That's why Teamsters were able to increase most shift differentials and skilled-based premiums in the new tentative national addendum.

***Q. Do Teamsters get the 5% 401(k) match?***

**ARC Answer:** The current national agreement has a negotiated match for the 401(k), currently we offer the same to our nonunion workforce.

**FACTUAL ANSWER:** Teamsters secured a 6 percent 401(k) match. Additionally, there is language from ARC that states if they ever increase the matching contribution for nonunion or other unionized ARC employees while the current agreement is still in effect, Teamsters will immediately receive the same match increase.



**JOIN THE TEAMSTERS!**

*FOR MORE INFORMATION, CONTACT YOUR ORGANIZER:*