American Red Cross Update – Nov. 11, 2022

NOTICE OF RATIFICATION VOTE

Vote online to accept or reject tentative changes to our ONA/ARC collective bargaining agreement on Wednesday, Nov. 16

Our ONA bargaining team (Kandice Robinson, Eduarda DaSilva Winterburn, Kate Hanley & Jacki Armitit) reached a complete tentative agreement in local negotiations on October 28. A summary of the changes tentatively agreed upon in national addendum negotiations as well as local negotiations is below for your consideration. You can read the full text of the local ONA Tentative Agreement and the National Addendum redline here or the National Addendum final clean version. We also have a comparison of the Team Care & United Steelworkers (USW) healthcare rates and coverage tiers as well as the details of the USW healthcare plan, the USW dental plan description, and the USW vision plan.

The ratification vote will be conducted online and a link to participate will be emailed to members on Wednesday, November 16 at 0800. Voting will be conducted from 0800 on Wednesday, November 16 through 0800 on Thursday, November 17. A “yes” vote will adopt the changes tentatively agreed to by our bargaining team, as described below. A “no” vote will reject these changes and send our ONA bargaining team back to the local negotiating table.

Summary of National Addendum Changes:

- Article 1. Parties to the Agreement: Addition of a new coalition party, the International Brotherhood of Electrical Workers (IBEW) & removal of the International Brotherhood of Teamsters (IBT)
- Article 9. Staffing: ARC to notify coalition and local union leadership of significant changes to drive management. JLT only if mutually agreed upon.
- Article 10. Staff Scheduling: If the time between shifts is nine hours or less, the request to arrive late shall not be denied (was 8 hours). No scheduled donors within the last 15 minutes of the blood drive.
- Article 13. Compensation: 6% across the board, effective first full pay period after 9/30/22. 3% across the board, effective the first full pay period after 9/30/23. Lump sum bonus of $1350/full-time & $500/part-time effective second full pay period following ratification. Lump sum bonus of $365/full-time & $220/part-time after 9/30/24. Market analysis by region, locals may also meet.
- Article 15. Holidays: Employees permanently assigned to four, ten-hour day schedules will receive ten-hour holiday pay. Added a third floating holiday for 1/1-6/20.
• Article 16. Paid Time Off: Replaced with Ad Hoc PTO and Floating Holiday program for collections. Paid Family Leave program at 80% of regular income during protective leave (outlined in Appendix D)
• Article 19. Healthcare: Team Care through 12/31/22, United Steelworkers (USW) Health & Welfare 1/1/23-12/31/24. Short-term disability will be provided at no cost to employees working a minimum of 35 regularly scheduled hours per week. For an approved disability, the plan pays 60% of base wages for up to 26 weeks including a one-week elimination period where no benefit is paid. The current maximum weekly benefit is $1,730. Employees will also be able to purchase Aflac Group Accident Insurance and Critical Illness Insurance policies through the Red Cross Voluntary Benefits program. Employees pay the full cost for any optional insurance they select.
• Article 21. Retirement Plan: Remains at 4%. Effective 1/1/23 new hires auto-enrolled at 4%
• Article 25. Other Leaves: Disaster Assignment Leaves – paid for training, additional time off before returning to work (1 day off for every 7 days worked on disaster assignment), time off must be taken within four weeks of assignment. Public Health – not required to use PTO or floating holiday, Red Cross & Coalition will immediately engage in effects bargaining.
• MOU. COVID-19 Supplement Vaccine Program: Up to four hours of special paid time-off (non-worked hours) for an adverse reaction from vaccine injection on the day off, or any of the three days immediately following vaccination & the employee will not be charged with attendance discipline.
• Appendix B. Premium Pay Rates: OJI from $1.25 to $2.00 per hour for all hours worked that day (no more half-day minimum). CS III position qualifications shall include demonstrated leadership skills as well as previous qualifications and experience in Power Reds, Charge, OJI Position. Promotions to CS III will be voluntary. Employees selected and do NOT have charge and/or power red premium included in the existing hourly rate will have $2.50 per hour backed in. Employees selected who DO have charge and/or power red premium included in existing hourly rate shall receive an increase above their “baked in” wage rate, not to exceed $2.50. Employees selected for CS III classification shall not be entitled to receive any further premiums for Power Reds, Charge or OJI.
• Appendix D. Paid Family Leave Policy: Provides up to twelve weeks of paid leave, at 80% of regular income, to care for a qualifying family member.

Summary of Local Agreement Changes:

• Article 7. Hours of Work: Replace current Section A.1 with Standard Personally Operated Vehicles (POV) standard (attached to linked TA document above). Effective the first full pay period following ratification, Mobile Collections nurses that are trained in DRC will receive a $1.00 increase to their current hourly base rate for all hours worked. This increase is in lieu of the DRC premium listed in Appendix B of the National Addendum. Effective the first full pay period following ratification, all nurses trained to be Charge will receive a $2.00 increase to their current hourly base rate for all hours worked. This increase is in lieu of the Charge premium listed in Appendix B of the National Addendum. Updated language in Section C referencing new provision to follow when scheduling time off in National Addendum, Article 16, Section 4. Modified language in Schedule Changes section to allow nurses to leave a message on the Regional voice mail system as notice.
• Article 11. Vacations: Section A language will be replaced with the PTO bidding language from the National Addendum, Article 16, Section 4.