

Redline Contract Changes Summary

January 15th, 2017

| Local Contract Section | Change in Local Agreement | What The Changes Mean |
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| 9.1 – Full Time Employees | Definition of full time employee is replaced by definition in Article 5, Section 1A of the National Addendum. | Adds additional Language to exclude temporary employees. |
| 9.3 – Part Time Employees | Definition of part time employee is replaced by definition in Article 5, Section 1B of the National Addendum. | Adds additional Language to exclude temporary employees and include employees who work without a defined work schedule. |
| 9.5 – Temporary Employees | Definition of Temporary Employees replaced by Article 5, Section 1C of the National Addendum. | Replaces time limits for temporary employees in the local agreement with a one year cap. |
| 11.1 - Workweek | Definition of workweek is replaced by definition in Article 7, Section 1 of the National Addendum. | Changes the definition of a workweek from Monday – Friday to Saturday - Friday. |
| 11.5, 11.6 – Meals and Breaks | Meals and break period language replaced by Article 8 in the National Addendum. | Replaces meal and break provisions in the local agreement with the two 15 minute break periods and 30 minute meal period outlined in the National Addendum. |
| 12.7 – Nursing Layoffs | Replaced by MOU #1 - “Registered Nurses” in the National Addendum. | ARC still cannot replace RNs with non RNs, but additional language states that there is no obligation by ARC to replace licensed staff with licensed staff. |
| 22.3 – Information to Union | Replaced by Article 6, Section 4C in the National Addendum. | Increases management's reporting obligation from twice a year to monthly. |
| 25.1, 25.2, 25.3, 25.4, 25.5, 25.6, 25.7 - Holidays | Holiday language replaced by Article 15 of the National Addendum. | Spells out new holidays and holiday scheduling guidelines under the National Addendum. |
| 25.9 – Holiday Eve Language | Language to be added to express | <i>Note: This is language that</i> |

Overview of Tentative Agreements (TA). Please see signed TA for actual language. Your negotiating team recommends that the local votes to ratify this agreement.

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| | that Red Cross will make its “best effort” to achieve objectives in section on Christmas and New Years Eve Scheduling. | <i>management wanted to eliminate but that we fought to keep with the amended language.</i> |
| 26 – Paid Time Off | All PTO language replaced by language in Article 16 of the National Addendum. | With the addition of the floating holidays, this change essentially eliminates one day of paid PTO. |
| 34 – Health, Welfare and Retirement Benefits | Language replaced by Article 17, 18 and 19 of the National Addendum. | Replaces the Red Cross healthcare and retirement plans with Teamcare, which is a much better overall plan. |
| 41 – Premium Pay, Bonuses and On Call | Replaced by differentials in the National Addendum, except as outlined in the Tentative Agreement on premiums. | See summary of agreement on premiums. |
| 42.1 b and c - Wages | Replaced by pay increases in Article 13, Section 1 of the National Addendum. | Sets annual wage increases of 2% annually over the life of the contract. |
| 47 – Term of Agreement | Changed to reflect alignment of expiration dates on Sep 30 th , 2018 outlined in Article 24, Section 1 of the National Addendum. | <i>Note: The lining up of contracts with over 4000 union members across the country is a huge victory that increases our bargaining power.</i> |
| Letter of Agreement – Work in Excess of Regular Work week | Amended to include language referencing Article 7, Section 3 of the National Addendum. | <i>Note: This is language that management wanted to eliminate but that we fought to keep with the amended language.</i> |
| Letter of Agreement – Scheduling Weekend Work for Auditors | Amended to include language referencing Article 7, Section 4 of the National Addendum. | <i>Note: This is language that management wanted to eliminate but that we fought to keep with the amended language.</i> |
| Letter of Agreement - Uniforms | Replaced by Article 12 of the National Addendum. | Replace the old uniform policy with the 78.30 Unifirst credit in the National Addendum. |

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