

CWA, Local 13500 and Red Cross, NEPA Region

Voluntary Personally Operated Vehicle (POV) Agreement

The COVID-19 virus pandemic has resulted in changing work situations, including; social distancing, use of face masks and modified collection schedules. The Red Cross has experienced quarantine situations as a result of employee to employee exposures. Although the Red Cross has implemented special pay provisions for employees quarantined for COVID-19 reasons, there may be cases where employees are quarantined more than once, and or for more than 2 weeks in total. This Agreement is intended to reduce the exposures between employees and therefore reduce the possibility of spread of the virus and/or quarantine from employee to employee exposure.

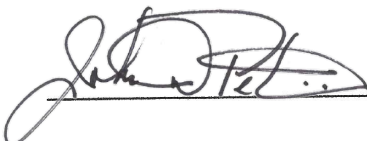
Currently Region Mobile Collection employees report to the launch site and ride together in a Red Cross vehicle or truck to a collection drive. Riding together in the closed quarters of a vehicle for extended periods of time creates an exposure environment if one of the passengers is infected with COVID-19 or has been in close contact with an infected person. This Agreement sets forth a Voluntary Personally Operated Vehicle (POV) Program. This Agreement is in place for the month of April, 2020 and may be extended by mutual agreement of the Parties.

Employees will be **encouraged** to provide their own transportation to mobile collection drives under the following rules:

- If the Red Cross requires employees to ride together in a van or shared vehicle, employees will be required to wear their face masks at all times while in the vehicle. (Note- Medical directors are reviewing this process and may make further recommendations)
- Employees driving themselves will be paid for travel time that they would have spent in the Red Cross vehicle, based upon the launch site to blood drive. Employees driving themselves may not opt out on a drive by drive basis, if there is a problem resulting in the employee being unable to drive themselves (e.g. car in for repair) the employee should notify management, who will attempt to schedule around the temporary issue.
- Employees will clock in upon arrival to the blood drive. The Timekeeper will input time for the travel period from launch site to blood drive.
- Employees driving themselves to blood drives will be reimbursed mileage and tolls for travel from their home to the mobile blood collection location, for travel in excess of 30 miles each way (60 miles per day).
- Reimbursement will be paid at the IRS mileage rate and will be paid through the Concur expense reimbursement system. As a reimbursed expense the reimbursement is not taxed. The Red Cross may verify employee mileage on a random or reasonable review basis and reminds employees that falsification of mileage/expenses is a terminable offense.
- If an employee does not have access to personal transportation, the Red Cross will attempt to utilize such employees as drivers and/or driver support, depending on employee skills, training and availability of roles. If assigned to drive, or as driver support, no mileage will be provided.
- The Red Cross strongly recommends that employees not ride share. If employees do ride share they must wear their face masks to reduce the risk of employee to employee spreading of the virus.
- Employees may not expense transportation services, such as taxi, Uber, Lyft or other paid services.


Agreed this 10th day of April, 2020:

For the Union:



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For the Red Cross, NEPA Region:



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