



Bargaining update week of June 8th

This week, beginning on June 8th 2022, we met with the employer to continue negotiations in good faith. The main focus on this week's sessions focused on a few items:

June 1st TeamCare Cost Share

ARC has implemented the deduction to cover the cost-share increase to TeamCare. In the last extension agreement Coalition members who participate in TeamCare would begin paying the six percent (6%) increase to their benefits. This was agreed upon in the June 2022 extension with the increase taking effect in June. The employer added the increase cost to wages that stemmed from work weeks in May. ARC maintains they are following past practice in applying these increases. The Coalition refutes this claim and maintains that these were unlawful deductions and has notified ARC of our position. .

Healthcare

This week we met with the company to discuss each side's Healthcare proposals. The company maintains that the plan proposed by the Coalition is too expensive and provides coverage in excess of what they feel is adequate for the needs of our members. We have made it clear to the employer that we are demanding access to affordable quality healthcare, fair wages and safe working conditions. Years ago, our employer came to us and told us that they were struggling and needed help. Our membership answered the call and sacrificed many benefits that were valuable to them (Examples: CAT time and PTO accruals). As thanks for those sacrifices, our employer continues to reject our calls for a healthcare plan that mirrors our previous cost and remains affordable to our membership. We, as a Coalition, remain strong in our stance that we will not accept anything less.

Things are quickly heating up at the bargaining table. The Coalition continues to hold its ground but we are only as strong as our members. We need to send a strong message to the company that what we are bargaining at the table is of the utmost importance to our members. **Every member needs to engage in mobilization to win our issues.** The time has come for the fight.

Together we can win.

WHEN WE FIGHT WE WIN!!



AFL-CIO

AMERICA'S UNIONS

**American Federation
of Labor and
Congress of Industrial
Organizations**

815 Black Lives Matter
Plaza NW
Washington, DC 20006

202-637-5000

aflcio.org

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June 7, 2022

Ms. Gail McGovern
President and Chief Executive Officer
American Red Cross
430 17th Street, NW
Washington, DC 20006

Dear Ms. McGovern:

As Presidents of the International Unions represented within the Coalition of American Red Cross Unions, we want to convey to you our concerns over ARC's adversarial approach to contract negotiations. We recently met as a group to discuss the deteriorating bargaining situation at the Red Cross, and we want to assure you we are dedicated to the success of our coalition of unions in working with you. We hope you are similarly motivated and that we can work in partnership.

At issue is access to high-quality, affordable health care and securing a competitive wage agreement that attracts and retains workers dedicated to the mission of the American Red Cross. Our members across the nation put their lives at risk and showed up for work throughout a pandemic while maintaining the nation's blood supply. These workers struggle with the necessities of daily life and depend on quality, affordable health insurance. Many simply cannot afford the high deductible plans proposed by ARC.

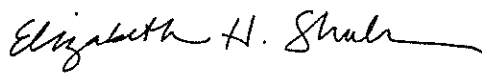
In 2015 we formed this Coalition to work collaboratively with ARC management and jointly address problems. Affordable health insurance was a key focus of that collaboration. Sadly, it now appears that the Red Cross is no longer committed to providing affordable health insurance despite the manageable financial impact a replacement plan with similar coverage would have. Yet in 2020-21, our members who work for ARC put it all on the line, weathering a pandemic while maintaining the nation's blood supply.

The Red Cross is not only putting its workers at risk by attempting to force them onto high deductible health plans and understaffing its blood drives, but it is also putting its reputation at risk. With unsafe working conditions and the threat of unaffordable healthcare, ARC risks not being able to recruit or retain qualified staff.

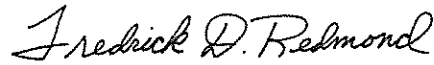
Letter to Ms. Gail McGovern
June 7, 2022
Page two

The settlement of this contract requires an agreement that maintains access to high quality and affordable insurance, addresses the staffing crisis highlighted by frontline employees, and includes a fair agreement on wages. This agreement will benefit Red Cross workers, ensure the sustainability of the nation's blood supply, and help to fulfill the mission of The American Red Cross at large. We look forward to hearing from you.

Sincerely,



Elizabeth H. Shuler
President



Fredrick D. Redmond
Secretary-Treasurer
Executive Vice President

James Callahan
IUOE

Thomas Conway
USW

Ray Curry
UAW

Mary Kay Henry
SEIU

Richard Lanigan
OPEIU

Marc Perrone
UFCW

Lee Saunders
AFSCME

Christopher Shelton
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Lonnie Stephenson
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Randi Weingarten
AFT



Bargaining Report Red Cross Week of 05/20/2022

Your Coalition Bargaining committee met this week continuing the fight with 3 major items still being health insurance, compensation, and Staffing/Scheduling. The AFL-CIO is assisting in our fight for a fair contract.

Health Insurance:

ARC is insisting we enter their health insurance. The Coalition is holding firm that we want coverage that is as good or comparable to our existing healthcare at a reasonable cost. We expect to be able to resume bargaining on this topic during our first session in June.

Compensation:

ARC and the Coalition have put forward their own compensation proposals and neither side has offered a counter.

Staffing and Scheduling:

We continue to fight with the company over safe staffing and scheduling policies. We have taken a lot of time expressing to them how bad staffing and donor flow is at mobiles, fixed sites and integrated sites. They continue to push back and suggest kicking the can down the road in the form of committees. They remain defiant in our suggestion of expanding the late end premium pay i.e., offering this premium to fixed and integrated sites.

The coalition has signed an extension through the June 30, 2022. This is to maintain Teamcare healthcare coverage. To continue coverage we need to have an agreement in place, i.e., a TA or extension, or we will lose Team Care **permanently!**

We are near the end of negotiations. The items on the table are of utmost importance to our members, and cannot be understated. We are at war with the company for fair wages, safe working conditions and healthcare coverage that we deserve.

It is extremely important that when the call is put out for membership actions that all members take part if we expect to win a fair contract.

- Please fill out the form to send the CEOs of our employer emails demanding they enter fair negotiations with the Coalition.

- Share the link to this form on your social media accounts and encourage family and friends to do so as well.
- We, also ask that you share the media articles, videos etc. so that the public can see.
- Wear your pins, put those signs on your car, take group photos, and show our employer that we are serious!
- Please change your profile picture on Facebook to the photo below, also the link is below for the survey:



**Tell the Red Cross: Front-line heroes
deserve a fair contract**

(Click on link below to send to Red Cross)

<https://actionnetwork.org/letters/tell-red-cross-front-line-heroes-deserve-a-fair-contract/?source=OPEIU> Email

**The Union is only as strong as its members, so let's send National a reminder of
how strong and united we are.**

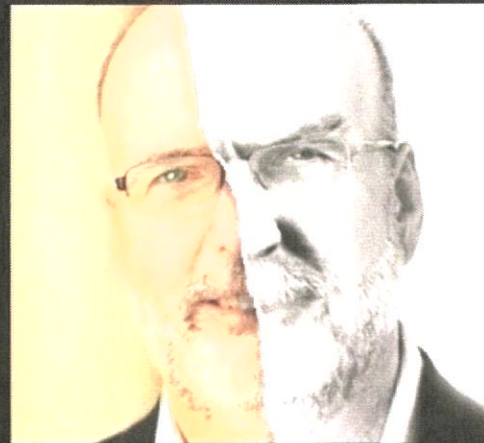
THE PULSE

May 9, 2022

RESPECT US, PROTECT US, PAY US

ARC PRESIDENT, CHRIS HROUDA: TWO-FACED ON HEALTHCARE

RED CROSS DOUBLE CROSS



*Chris Hrouda
is talking
of both sides
of his mouth*

Recent letter sent to Coalition ARC employees, President of Biomedical Services, Chris Hrouda, did not convince us that ARC's high-cost, low-coverage plan is somehow comparable to Teamcare (Coalition Union Benefit plan).

Hrouda has never been in bargaining, but we love how he is suddenly an expert on all the insurance deals.

Teamcare, our affordable, quality healthcare, was good enough for Red Cross to agree to in previous contracts, but now suddenly he wants us to agree to be in management's high-cost insurance plan.

Red Cross has never tried to put other ARC unionized workers in their high-cost management plan, but now they are coming for The Coalition? That's unfair and unjust.

If affordable, quality health insurance was acceptable for other workers on similar contracts within ARC, then it's acceptable for the nearly 100,000 workers across our ten unions.

CWA Bargaining Report Red Cross

WEEK OF 05/13/2022

Your Coalition Bargaining committee met this week. We discussed the ARC healthcare plan and the Coalition's Union healthcare proposal to see which ones are the most comparable to the healthcare plan we have today. We are still awaiting numbers for healthcare plan for Red Cross for their healthcare plan. We passed a retirement plan across the table; Red Cross has not responded back yet. The Coalition held rallies across the country this week along with a Day of Action nationwide, including one on the front steps of the American Red Cross building here in DC. Everyone did a great job with getting our message out there.

We continue our fight for safe working conditions, safe staffing levels, protect donors and staff, and protect the blood supply. We need all members to continue mobilization this week, as we will continue bargaining the week of 5/20/2022. If you have not done the survey, please click on the link below:

Tell the Red Cross: Front-line heroes deserve a fair contract

<https://actionnetwork.org/letters/tell-red-cross-front-line-heroes-deserve-a-fair-contract/?source=OPEIU> Email



Congress of the United States
Washington, DC 20510

May 10, 2022

Gail McGovern
President and Chief Executive Officer
American Red Cross
430 17th Street NW
Washington, D.C. 20006

Mark Richard
Chief Negotiator
Coalition of American Red Cross Unions
Philips, Richard & Rind, P.A.
9360 SW 72nd Street, Suite 283
Miami, FL 33173

Dear Ms. McGovern and Mr. Richard:

As Members of Congress who represent millions of constituents across the country, we urge the American Red Cross to quickly negotiate a fair contract with the Coalition of American Red Cross unions, which represents 4,000 American Red Cross workers on the frontlines of our nation's blood supply. Such a contract must acknowledge the critical role the American Red Cross and its union workforce play in responding to the COVID-19 public health emergency.

From California to Maine, these front-line workers collect, process, and deliver lifesaving blood products to hospitals and the Armed Services. They are everyday heroes and are central to the mission of the American Red Cross as a federal instrumentality chartered by Congress and to carry out mandated responsibilities under the National Response Framework coordinated by the Federal Emergency Management Agency (FEMA), as well as vital responsibilities to the public.

The outcome of your negotiations will reverberate throughout the healthcare industry and our nation's efforts to prepare for and respond to federal emergencies. We believe that a fair contract is essential to ensure the ongoing supply of excellent, life-saving products Red Cross workers deliver across the nation every day. It is our opinion that a fair contract must provide affordable healthcare benefits and address the significant health and safety risks Red Cross workers face every day as well as the workforce shortage and high turnover of staff at Red Cross sites across the nation.

We hope that all parties will work in good faith to swiftly reach an agreement that bolsters our economy, supports the nation's blood supply, and protects the health and safety of American Red Cross workers.

Sincerely,



Mark Pocan
Member of Congress



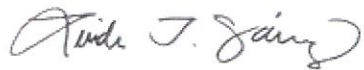
Eleanor Holmes Norton
Member of Congress



Jan Schakowsky
Member of Congress



Brendan F. Boyle
Member of Congress



Linda T. Sánchez
Member of Congress



Conor Lamb
Member of Congress



Susan Wild
Member of Congress



Michael F. Doyle
Member of Congress



Brian K. Fitzpatrick
Member of Congress



Karen Bass
Member of Congress



Nikema Williams
Member of Congress



Madeleine Dean
Member of Congress




Katie Porter
Member of Congress



John Garamendi
Member of Congress



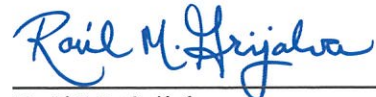
Paul D. Tonko
Member of Congress



Lloyd Doggett
Member of Congress



Marcy Kaptur
Member of Congress



Raúl M. Grijalva
Member of Congress



Thomas R. Suozzi
Member of Congress



Judy Chu
Member of Congress


Nanette Diaz Barragán
Member of Congress


Dwight Evans
Member of Congress



Salud Carbajal
Member of Congress


Jamie Raskin
Member of Congress



Danny K. Davis
Member of Congress


Brian Higgins
Member of Congress


Mark DeSaulnier
Member of Congress



Haley M. Stevens
Member of Congress


Alexandria Ocasio-Cortez
Member of Congress


Ilhan Omar
Member of Congress




Ro Khanna
Member of Congress



Marie Newman
Member of Congress



Tim Ryan
Member of Congress



Andy Levin
Member of Congress



Ruben Gallego
Member of Congress



Jamaal Bowman
Member of Congress



Anthony G. Brown
Member of Congress



Dina Titus
Member of Congress



Grace Meng
Member of Congress



Jimmy Gomez
Member of Congress



Barbara Lee
Member of Congress



Bill Pascrell, Jr.
Member of Congress



Donald Norcross
Member of Congress



André Carson
Member of Congress



Pramila Jayapal
Member of Congress



Debbie Dingell
Member of Congress



Carolyn B. Maloney
Member of Congress

Red Cross Must Bargain for Worker Union Pact, Lawmakers Insist

By Paige Smith 2022-05-10T14:00:52000-04:00

- High turnover rates, staffing issues plague nonprofit
- Bargaining agreement slated to expire at end of May

U.S. lawmakers are imploring the American Red Cross to negotiate a fair contract with the coalition of worker unions that represent about 4,000 employees across the country.

Workers overseeing the country's blood supply deserve a collective bargaining agreement that provides affordable health-care benefits and acknowledges the health and safety risk they've faced during the Covid-19 pandemic, 47 members of the U.S. House said in [a letter](#) to Red Cross management Tuesday. The Coalition of Red Cross Unions is composed of 10 labor groups that represent the nonprofit Red Cross workers.

"These front-line workers collect, process, and deliver lifesaving blood products to hospitals and the Armed Services," lawmakers said in the letter, shared with Bloomberg Law. "They are everyday heroes and are central to the mission of the American Red Cross." The lawmakers described the agency as a "federal instrumentality chartered by Congress and to carry out mandated responsibilities under the National Response Framework coordinated by the Federal Emergency Management Agency (FEMA), as well as vital responsibilities to the public."

One Republican, Rep. Brian Fitzpatrick (R-Penn.), signed on to the letter. The letter included signatures from Democrats like Reps. Alexandria Ocasio-Cortez (D-N.Y.) and Pramila Jayapal (D-Wash.).

Red Cross workers said in a [separate letter](#) last month to Food and Drug Administration Commissioner Robert M. Califf that high employee turnover rates, recruiting challenges, and other staffing issues are concerning and can be addressed through the bargaining process. The workers' collective bargaining agreement expiration date has been extended three times, another source of frustration, an AFSCME spokesperson said. The agreement is now slated to expire on May 31.

The American Federation of State, County and Municipal Employees is one of the unions representing Red Cross workers.

“The outcome of your negotiations will reverberate throughout the healthcare industry and our nation’s efforts to prepare for and respond to federal emergencies,” lawmakers said in their letter Tuesday.

The Red Cross has been negotiating with its unions for several months on wages, health care, and other issues, and is working toward the “best possible agreement,” a spokesperson said in an email to Bloomberg Law.

“The Red Cross has a longstanding history of working together with our labor partners to solve complex problems and remains committed to negotiating in good faith to reach the best outcome for all parties,” the spokesperson said.

To contact the reporter on this story: Paige Smith in Washington at psmith@bloomberglaw.com

To contact the editors responsible for this story: Martha Mueller Neff at mmuellerneff@bloomberglaw.com; Andrew Harris at aharris@bloomberglaw.com

Red Cross Must Bargain for Worker Union Pact, Lawmakers Insist

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[Letter to Red Cross](#)



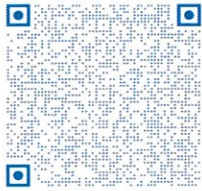
COMMUNICATIONS WORKERS OF AMERICA
INTERNATIONAL UNION OF BROTHERHOODS OF AMERICA
AF 119912

BARGAINING UPDATE

The Red Cross bargaining committee and the Union bargaining committee met last week. The Union coalition is trying to finalize our health care proposal. We met with the plan Administrator's representing Steelworkers, UFCW and IBEW to find a plan that contains the comparable coverage at an affordable price. We will have the final health care proposal for the next bargaining meeting. Most of the time was spent in caucus to finalize proposals. Red Cross gave the committee a comprehensive proposal and a counter proposal on staffing and scheduling. The Unions gave a comprehensive proposal to the Red Cross. Our next bargaining date is on May 11th. **We need every member's help to win a fair contract.**

Bargaining Unit members, please fill out this staffing and worklife balance survey. Let's make sure management hears from all of us! Please click on the link or QR code below:

https://docs.google.com/forms/d/e/1FAIpQLSfG96S1Lq-y0txCIXqnMJSdowak4EnGICNmx_im13qWHJpKLg/viewform?usp=sf_link



Send a letter to National Red Cross Management to support a fair contract for Red Cross members. Please click on the link or QR code below:

https://actionnetwork.org/letters/tell-red-cross-front-line-heroes-deserve-a-fair-contract/?source=OPEIU_Email



THE PULSE



April 11, 2022

RESPECT US, PROTECT US, PAY US

**CAN YOU
HEAR US
NOW?!**

Blood Supply is Everyone's Emergency:

Telling Our Story to the Communities We Serve

There may be a blood shortage, but there is also a blood supply staffing shortage. We are *exhausted* from late clock outs, staff shortages, long drives, forced (*aka* mandated) shifts, short-staffed labs, high-turnover, and wages which don't attract or retain anybody.

We are working ourselves to exhaustion: ***We are dying to ensure the blood supply.***

Let the Community know: Blood Supply is Everyone's Emergency

We are telling our communities about our struggle for a fair contract and asking for their support.

Scan the QR Code below for a **link to a letter to Gail McGovern and ARC Management, letting them know we need a fair contract! Send this to your contacts and share widely on social media. ARC needs to hear from everyone!**

Our Internationals, Locals, and State AFL-CIO Labor Federations will be sending it out to members and community allies.



**MANAGEMENT SAYS
THEY DON'T HEAR
ABOUT STAFFING AND
SCHEDULING PROBLEMS**

Clearly, they aren't listening! They're gonna hear us now!

Please fill out this staffing and work/life balance survey. Let's make sure management hears from ALL of us!

https://docs.google.com/forms/d/e/1FAIpQLSfG96S1Lq-y0txCIXqnMJSdowak4EnGICNmx_im13qWHJpKLg/viewform?usp=sf_link

**NEXT BARGAINING
4/18-20
WASHINGTON DC**



CWA BARGAINING REPORT RED CROSS

April 6, 2022

Your Coalition Bargaining Committee met with Red Cross last week. The coalition is waiting on a response from Red Cross on our staffing/scheduling proposal submitted last week. Red Cross passed a health care proposal to the coalition for plan year 2023 and going forward which is the American Red Cross Plan options. The coalition is working with several Union health and welfare funds to finalize a proposal for healthcare to the Red Cross.

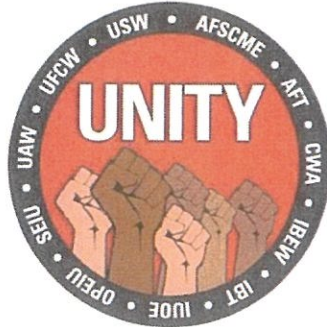
Teamsters are bargaining in separate bargaining sessions with Red Cross and have reached a settlement on their contract. The Teamster agreement provides for a 3% raise, retroactive pay back to September, Teamcare Health Care with a 6% increase in rate every year of a three year contract, auto enrollment to the current 401K plan along with language changes similar to the agreements made with the coalition. This agreement still needs to be ratified and the local contracts need to be settled prior to ratification.



ARC BARGAINING UPDATE 2/14/22

In person bargaining resumed last week with Red Cross. We are near the end as only scheduling and economics remain on the table. We had discussions over health care with the Red Cross giving us an overview of their health care plans. We received some information from Teamcare to help us explore other health care plans and are working on that. The Union submitted a counter proposal on Article 8 Uniforms and Breaks and Scheduling Article 9 & 10. We signed a tentative agreement on Article 17 and on Appendix A. New dates are February 24th virtual, week of March 7 for health care subcommittee, week of March 21 and March 28 in person bargaining.

BARGAINING UPDATE



We were not able reach an agreement on the addendum. We submitted a comprehensive proposal to the Red Cross to try to reach an agreement. There was no response from Red Cross. We did get an extension until the end of March. Red Cross has agreed to pay the increase in the cost of health care until the end of March. This allows all our members to feel secure in the choice they made for health care and the price is status quo while bargaining continues.

We have a tentative agreement on Holidays. The Union and the Red Cross met in a sub-committee to consider the Scheduling proposals. The committee will continue to meet prior to the next bargaining session. Red Cross offered an incentive to part of the bargaining unit members of \$200 each month for 5 months. We were not able to agree to this incentive as it did not include all the bargaining union members. Bargaining should be continuing thru December for Local agreements. The National Addendum bargaining will resume bargaining the weeks of Jan. 10th, Jan 24th, and February 7th. Have a Happy Holiday Season.

United we bargain divided we beg.



Week 11/16-11/18

Started out the week a little ROUGH. Tuesday the ARC spent a total of 20 minutes in the room. Bringing NO proposals or counters to the table. Disrespecting everyone here and the staff we are bargaining for.

“You’re spitting in our faces. Enough is enough. Tired of sitting here watching. Tired of it. Members are pissed. I’d rather pack up and see you on the streets. We are done!”

“You are looking at a \$9-10 million investment to New Hires. Disrespecting Senior Staff, the IDIOTS that stand by you and have for many years through this shit. For PENNIES.”

“No Hazard Pay!! No protection!! No one cares what you have to say!!!”

“They gave up EVERYTHING for you in 2015. Sick leave, EVERYTHING. You were going under. 2018 you tried to cut us and gut us.... You think we will let you do this now?!?!”

Healthcare... “Not a benefit if they have to pay more.”

Article 7 Hours of Work

The company refused to negotiate on a guarantee of hours at a national level. They want to keep this at a local level. Where they continue to try to take that away as well.

Article 16. Paid Time Off

Big win on this article! We came to an agreement on Bargaining unit employees receiving Paid Family Leave.

Article. 14 Overtime and Premium Pay

There has been some movement on our proposal to pay overtime on hours worked after 8 hours per day, and to keep it at the weekly 40 hours. More details to come.

Article 15. Holidays

ARC has rejected and still refuses to acknowledge Martin Luther King Day and Veterans Day as a paid holiday. Honoring the influential American civil rights leader, Martin Luther King Jr, and his campaigns for racial equality in the United States. And after all our veterans have done for our country, why doesn't ARC, a humanitarian organization, recognize Veterans Day as a holiday? On 11/11 Veterans Day we made a proposal in favor of Veterans. An easy way to show respect to the staff that have served this country.... Now we wait.

Article 18 Health & Safety

We made good movement with site suitability thanks to all your photo's we finally have the company's attention.

HANDS OFF MY HEALTHCARE

How many employees' kids are on State Insurance because of how little they are paid?!?!

How many go without the care they need because they cannot afford it?

They need us. More than ever. They can't hire, they can't even keep the staff they have. Yet they CHOOSE to not respect us. We have NO interest in gutting our healthcare during a pandemic.

THE PULSE

November 18, 2021

RESPECT US, PROTECT US, PAY US



Petition Nearing 600 Signatures and Counting: Add Your Voice!

Time to let Red Cross know We Are the Heroes In This Fight!

Sign the petition below to let ARC know we deserve a fair contract!

<https://bit.ly/HandsOffARC>

Next Bargaining Dates:
Nov 29-Dec 3
Washington DC



Red Cross Grabs at Healthcare: Union Says Heroes Won't Be Divided

After weeks of stalling and excuses, management finally gave the Coalition bargaining team their economic proposals; including their healthcare take-away.

Summary of the Proposal:

- ➔ Put new employees into an insurance plan with higher deductibles and out of pocket costs .
- ➔ Move current employees into that higher deductible plan in 2022 unless they notify ARC during open enrollment they want to stay in current plan.

We Are Not Fooled by ARC's Attempt to Divide Us:

We do NOT want two tier health insurance. New employees should be in the same plan as their coworkers. We do the same work side-by-side, so we should all have the same level of benefits.

Low Wage Offer Insults Front Line Workers

In addition to making a grab at our insurance, ARC has made a wage offer of **1% increase for new hires and 2.5% for current staff!** We will not be divided and we won't be insulted! we will stand together across all blood services for Fair Wages For ALL!



Coalition of American Red Cross Unions

Member Power Wins Health and Safety Language

For weeks, ARC has refused to hear us about how often we encounter poorly prepared sites, and especially how often we are having to move large numbers of tables and chairs.

Members Answer the Call for Photos

In response, the bargaining team put out a call to members to send in photos of poorly prepared sites, large and heavy obstacles, stacks of chairs, and other potential threats to our safety.

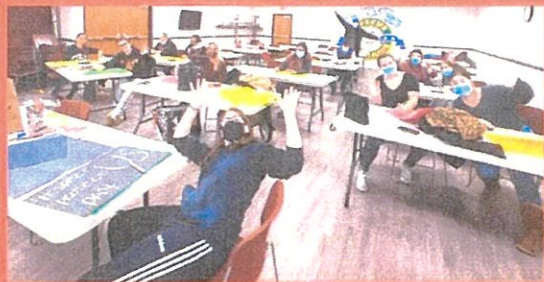
ARC Finally Agreed to Sensible Health and Safety

The bargaining team showed your photos on large screens in the bargaining room. After seeing the photos, management FINALLY signed a tentative agreement which says we will NOT be required to move large amounts of furniture or heavy obstacles! Member power works!



Coast-to-Coast Member Action!

From California to Maine, members are sending a clear message to Red Cross: We demand a fair contract NOW!



Coalition of American Red Cross Unions



THE PULSE

November 11, 2021

RESPECT US, PROTECT US, PAY US.

Hands OFF Our Healthcare!

ARC Wants to Force Lab to Cross-Train to All Positions

At national bargaining, ARC has proposed that all lab technicians cross train to cover hospital services and drivers: without any additional pay!

We don't have enough technicians to cover the current workload, and this will only aggravate short staffing.

We need ALL lab techs to stand together in fighting back. Speak out, tell us what you think: arcunionsunited@gmail.com

Red Cross management told us, again, that they don't want to pay for our current healthcare plan anymore. They say the modest 6% increase to the health insurance is too expensive and they think a healthcare plan which has *higher out-of-pocket costs for YOU is a better choice*. We all know this old trick: shift the burden of the cost of healthcare to YOU instead of sharing the cost. Pretty soon they will shift all the cost of the healthcare on us! This must stop NOW.

We are asking all Union members to speak with one voice and tell Red Cross: "Hands Off Our Healthcare!" by signing this petition: <https://bit.ly/HandsOffARC> which will be delivered to ARC local and National leaders.

At the same time that they want to increase our healthcare costs, ARC management admits they are in a staffing crisis and having a hard time attracting new hires. How will making health insurance more expensive fix this problem??



Unions know why Red Cross is facing hiring and retention issues: Wages are too low, PTO is stingy, there is a lack of pay when workers need to quarantine due to COVID, and more. And now they say they want to cut our health insurance benefits?

It's time for Red Cross to value the important role that workers play in all areas of blood collection and manufacturing.

Need ideas for signs for your bulletin boards and/or cars? <https://bit.ly/handsoffsigns>

Next Bargaining Dates: Nov. 16-18 Washington DC



Coalition of American Red Cross Unions

Petition: Hands Off Our Healthcare

Time to let Red Cross know We Are the Heroes In This Fight!

Sign the petition below to let ARC know we deserve a fair contract!

<https://bit.ly/HandsOffARC>

CALL TO ACTION

- No change to our healthcare plan
- No dividing us against each other by putting new hires into a higher cost healthcare plan.

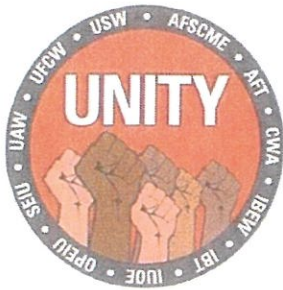
We need ALL members to stand together to fight for a fair contract. We have all the power, let's use it. We are asking all members to take action in November.

<https://bit.ly/unionaction> has ideas for actions you can take at the local level.

Send pictures and videos to us at: arcunionsunited@gmail.com



Coalition of American Red Cross Unions



Week 11/9-11/11

Article 7 Hours of Work

The company refused to negotiate on a guarantee of hours at a national level. They want to keep this at a local level, Where they continue to try to take that away as well.

Article 9. Staffing

Cross training language. the company was asked to come back with more in depth clear language on this Thursday. This did not happen.

Article. 14 Overtime and Premium Pay

ARC rejects our proposal to pay overtime on hours worked after 8 hours per day, and to keep it at the weekly 40 hours.

Article 15. Holidays

ARC refuses to add Martin Luther King Day and Veterans Day as a paid holiday. after all our Veterans have done for our country, why doesn't ARC. a humanitarian organization, recognize Veterans Day as a holiday? On 11/11 Veterans Day we made a proposal in favor of Veterans. An easy way to show respect to the staff that have served this country ... Now we wait.

We made no forward motion on holiday pay.

Article 21. Retirement Plan

ARC chooses not to invest in their union staff for the 401K program. They stated it would be too expensive to participate in this. If they were to invest "more" in every union member, then they would have to invest in all employees and they can't afford that.

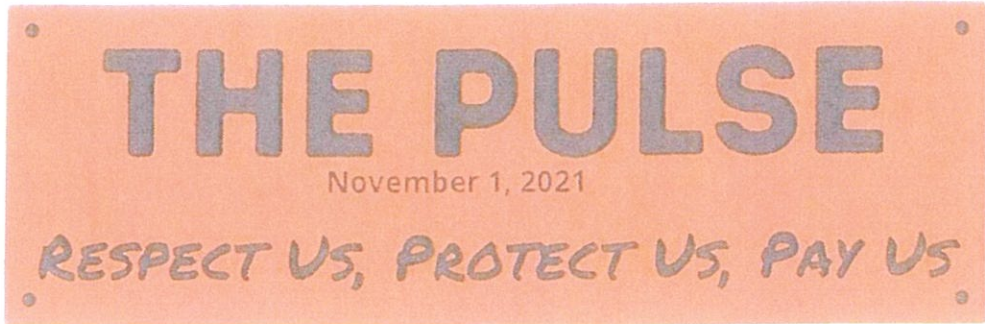
Emergency Volunteer / Temporary Staffing

Wednesday morning, we will get a presentation from Kelly High on ARC's new "Emergency Volunteer / Temporary Staffing". --UPDATE. The company is under sourced by 500+ staff. They are looking for alternate sourcing to reach Mission fulfillment. OJI's will be "asked" to train these staff to do certain tasks. Hiring through a Temp Agency in order to fill the shortage that the company is in. Caused by Low Wages, Vaccine Mandate and poor work environment.

HANDS OFF MY HEALTHCARE

How many employees' kids are on State Insurance because of how little they are paid?!?!
How many go without the care they need because they cannot afford it?

They need us. More than ever. They can't hire, they can't even keep the staff they have. Yet they CHOOSE to not respect us. We have NO interest in gutting our healthcare during a pandemic.



We Are The Heroes in This Fight: Hands Off Our Healthcare

During this pandemic, most employers are rewarding and trying to retain frontline workers. But not Red Cross. They want to increase the amount we pay for our health insurance, but we won't know how much that cost will be.

Your Union coalition made a proposal at the table that Red Cross absorb the increase to our insurance and *keep union members' out of pocket costs for healthcare the same for 2022*. Red Cross has not responded.

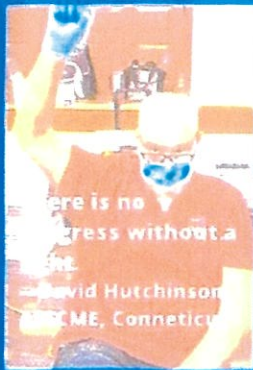
In the middle of a global pandemic, the Red Cross will not say whether or not they will guarantee us stability in our healthcare costs.

In addition to going without pay due to repeated quarantines, exposure to Covid, low wages, and short staffing, now the Red Cross wants to mess with our healthcare?

We say NO. Hands OFF our Healthcare! We stand against higher healthcare costs for frontline workers and that means:

- No change to our healthcare plan
- No dividing us against each other by putting new hires into a higher cost healthcare plan.

Don't even try it, Red Cross: HANDS OFF OUR HEALTHCARE!



Take action !

Send a message to Red Cross:

1. Make a sign that says "hands off our healthcare!"

2. On your own or with your co-workers, take a photo with your signs held high!

Send the photos with your names, union affiliation and location to:

arcunionsunited@gmail.com



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Member Observers' Clap-Back: Stand Together For Healthcare



Most of us cannot afford higher insurance costs. Given the climate we have been in, and everything going on with Covid and how this has affected every one of us because of having to be home in quarantine and using up PTO; at some point you are not making a salary.

At the end of the day, ARC needs to care for their employees.

*-Antonio Oliver
Teuseters, Maryland*

**Next Bargaining
Dates: Nov. 9-11
Washington DC**

Members who have been observing bargaining in person and virtually, have a lot to say to ARC. If you are a virtual observer who wants to clap back at ARC, send an email to: arcunionsunited@gmail.com and we will contact you!



It's going to be a fight for healthcare, because ARC is not in it for us, they're in it for for what THEY want. We need to fight for healthcare. Most people come to this job because of insurance. It has to be good coverage for EVERYBODY!

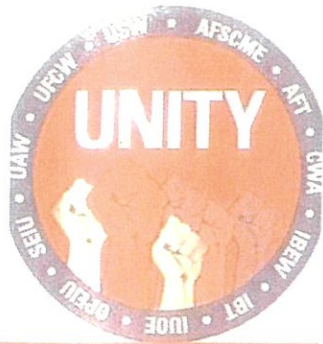
*-Tim Possett
AFT, Erie*

For management, who has worked from home this whole time, to even try to reduce the healthcare of frontline workers is just unacceptable. It's even more unbelievable because for a humanitarian organization it seems their tank of humanity and compassion comes up empty when it comes to those who work for them. This is a huge disconnect.

*-Tim Possett
AFT, Penn-Jersey*



Coalition of American Red Cross Unions



THE PULSE

September, 2021

RESPECT US, PROTECT US, PAY US

Management Refuses to Hear Our Issues; Union Stands Strong, Calls for Member Action!

During three full days of bargaining, Red Cross refused to hear our issues. We are missing breaks and lunches, we are overworked, and short staffed with no end in sight. The Union proposed solutions to these issues and all were dismissed by management as "not problems". Although some progress was made on minor issues, it was not enough to move either party on our core issues.

The independent observers at bargaining heard clearly from Red Cross that they disrespect our issues and intend the bargaining team in calling for member action.

The eleven members of the coalition are calling on all members to take action. Every member needs to make their voice heard by wearing their Unity button and letting Red Cross know our issues are real and will be heard. They will be taken seriously. At the bargaining table by sending us a quote and photo to [We Are Red Cross: Google Forms](#)



Our National Bargaining Team and Allies at the



We need to take a hard stance. Red Cross says we are essential, but they don't treat us like that.

*- Vermeshia Slay
USW, Georgia
In-person Bargaining
observer*

It's more of the same. We tell ARC there is a problem, but they don't hear us. They say they understand us while also *NOT* understanding us. It's all playing coy. Talk about bargaining with your coworkers, and don't give up!

*- Josh Hazelton
Minnesota, AFSCME In-Person Bargaining
Observer*



Coalition of American Red Cross Unions



THE PULSE

September, 2021

RESPECT US, PROTECT US, PAY US

It's Selfie September!

Buttons Coming
Week of Sept 20



Dear Members,
We are excited to announce that the 2021 Pulse is now available for members to view and download. The Pulse is a quarterly publication that provides members with the latest news, information, and resources related to the labor movement. We hope you find it helpful and informative.



✓ I have received my Pulse



✓ I have received my Pulse



✓ I have received my Pulse



✗ I did not receive my Pulse



✗ I did not receive my Pulse



✗ I did not receive my Pulse

For more information, please contact your local union representative or the National Labor Relations Board. We are committed to providing you with the best possible service and support.

Next Bargaining Dates: September 21-23
Dallas, Texas





THE PULSE

September 2021

NATIONAL BARGAINING KICKOFF!

It's Selfie September!

Buttons Coming
Week of Sept 20

It's time to take a selfie with your fellow workers and show your support for the National Bargaining Kickoff! We're asking you to take a selfie with your fellow workers and post it on social media with the hashtag #SelfieSeptember. We'll be featuring some of the best selfies on our website and social media. Don't forget to tag your union and the National Labor Relations Board (NLRB) in your selfie. We'll be featuring some of the best selfies on our website and social media. Don't forget to tag your union and the National Labor Relations Board (NLRB) in your selfie.



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Clap-Back at ARC; Your Voice Matters

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For more information, visit www.nlr.gov or call 1-800-285-5647

2021 NATIONAL BARGAINING TEAM

Each member has spent the last year and a half bargaining and representing their respective union at the table, representing their own best interests and their members' interests. The members of the bargaining team are appointed by the union's elected representatives. The bargaining team is the primary bargaining agent for the whole workforce. The bargaining team is responsible for:

• Maintaining the bargaining process

• Representing the union in the bargaining process

• Representing the union in the grievance process

• Representing the union in the arbitration process

• Representing the union in the mediation process

• Representing the union in the conciliation process

• Representing the union in the dispute resolution process

• Representing the union in the grievance process

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2021 MEMBER ACTION LIST

Member Name	Member ID	Member Address	Member Phone	Member Email
John Doe	12345	123 Main St, Seattle, WA 98101	206-123-4567	john.doe@uw.edu
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Sarah Lee	45678	101 2nd St, Seattle, WA 98101	206-456-7890	sarah.lee@uw.edu
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