



Coalition of American Red Cross Unions

MEMORANDUM OF UNDERSTANDING

BETWEEN THE AMERICAN RED CROSS (hereafter known as the Company) and the AMERICAN RED CROSS COALITION OF UNIONS (hereafter known as the Coalition)

The American Red Cross and the American Red Cross Coalition of Unions negotiated in good faith regarding the impact and effects of COVID-19. This MOU memorializes the resultant agreements from bargaining. The terms below shall apply to the Company and all Coalition Unions and employees who are represented by Coalition Unions.

Effective August XX, 2020 (ASAP, following execution of Agreement):

1. The Company shall no longer require employees represented by Coalition unions to exhaust all their Paid Time Off (PTO) when ordered to quarantine themselves due to a COVID-19 exposure or possible exposure. This includes COVID-19 quarantines that are required by the Company, Government Agency or a bona fide medical provider, and shall not require a positive diagnostic test in order for the terms of this agreement to apply. Employees must provide appropriate supporting documentation, if requested by the Company. A quarantined employee may use any or all of their PTO to cover their absence; however, they shall also be allowed to take the time without pay, at their discretion, without accruing attendance points, absences, occurrences or any other triggering of any discipline system related to attendance

This suspension of discipline for attendance shall be as per the Company's Attendance Policy Update, provided to the Coalition on June 26, 2020.

2. In the event that state law considers quarantine due to COVID-19 to be applicable under Workers Compensation rules, those rules shall apply as well as any Local Contract language addressing Workers Compensation.
3. In the event that a COVID-19 quarantine situation qualifies for unemployment insurance or disability benefits, the Company will provide necessary factual information to State or Insurance inquiries as required, but shall remain neutral and not otherwise challenge such claims.
4. Coalition represented Collections employees shall be given the option to use proper face shields at no expense to Red Cross. The voluntary use of a face shield does NOT replace the Company requirement that all employees must wear a face mask. Face shields are not required PPE, except in certain circumstances. The Company is agreeable to the expanded, voluntary use of personal face shields, not as a protective solution or appropriate standard, but as an accommodation to employees who desire the additional equipment. The employee is responsible for acquiring, cleaning and maintaining any

face shield in accordance with proper cleanliness and safety requirements, as determined by the Company. If the employee fails to clean or maintain a face shield, the Company may require such employee to clean or properly maintain the face shield or discontinue its use immediately.

The Company reserves the right to discontinue the voluntary use of face shields by employees based upon operational needs, including any donor confusion or concerns on what is or is not a proper and standard set of safety protocols.

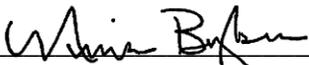
The terms of this Agreement shall be binding upon the Company, Coalition Unions and shall supersede any contrary terms of local contracts of Coalition member unions. Any terms of this Agreement that should be held invalid by operation of law or by any tribunal of competent jurisdiction the remainder of this Agreement shall remain in full force and effect.

Agreed on this 26th day of August 2020:

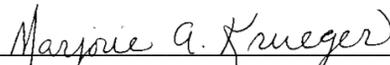
On behalf of the American Red Cross:

David Gillis, VP of Labor Relations

On behalf of the Coalition of Red Cross Unions:



Nina Bugbee, Coalition Chair, IBT



Marjorie A. Krueger, Coalition Chair, CWA



Jon Hines, AFSCME



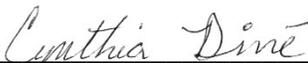
Judy Merkowsky, AFT



Ed Starr, IBEW



Rich Franzini, IUOE



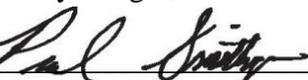
Cindy Diné, OPEIU



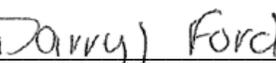
LaDawna Howard, SEIU



Sammy Wright, UAW



Paul Smithberger, UFCW



Darryl Ford, USW