

# NATIONAL BARGAINING REPORT: May 29, 2018

## ***UNION MEMBERS STAY UNITED, FIGHTING FOR BETTER PAY AND WORK CONDITIONS***

Bargaining team members from the Coalition of Red Cross Unions spent three full days last week (our second three-day session) to discuss our national proposals to Red Cross to improve worker and donor safety, improve worker retention, decrease workforce turnover, and improve employees' work-life balance.



*Above: Lab workers Andrew Eichstadt (Technologist 1, UFCW Ohio), Lethiyen Luke (Technician 2, IBT California), and Vermeshia Lewis (Technician 2, USW Georgia) joined over 30 other union members from across the country to fight for improvements in pay, training, a better new hire probationary period, and more.*



*Photos: Union members and union bargaining team look closely at ARC management proposals, and discuss our union proposals at national bargaining.*

### **Union Bargaining Team**

The union coalition is made of of Locals from 9 national unions: AFSCME, AFT, CWA, IBT, IUOE, SEIU, UAW, UFCW, and USW. Our union bargaining team is: Raven Hall (Chief Negotiator); Gary Gorski (AFSCME); Ann Twomey (AFT); Erin Bowie/Jaytricia Tremel (CWA); Nina Bugbee (Teamsters); Kathy McCormick (SEIU); Ellen Wallace (UAW); Dale Parker (UFCW); and Darryl Ford (Steelworkers).



Last week over 30 Red Cross bargaining unit employees in Collections, Manufacturing, Donor Recruitment, Lab, Hospital Services, Kitting, Maintenance, Clerical, etc., union leaders, and union advisers joined the bargaining team to lend their personal experiences and expertise.



## UNION PROPOSES TO FIX 45/45/45, CROSS-TRAINING, STAFFING, SCHEDULING, and PAY



**PHOTO:** *Union Coalition Chief Negotiator Raven Hall responds to management’s claim that 45/45/45 and cross-training initiatives are successful.*

**At the national bargaining session last week, the Union Coalition proposed changes to the 45/45/45 initiative and the Mobile Unit Assistant/Collection Technician cross-training program, and we proposed improvements to staffing and scheduling.**

ARC characterized 45/45/45 and cross-training initiatives as successful, focusing mainly on “increased productivity.” ARC says they have not found connections between these initiatives and injuries (though they admit that worker injuries are too

high). The Coalition questioned ARC’s use of data -- ARC is not accurately tracking individuals performing the cross-trained function, and ARC lumped all of its cross-training data together, not separated by regions or other important distinctions.

There is a clear disconnect in the way that ARC management characterizes these initiatives and the experiences of workers. Management asserts that these programs are flourishing while workers report increased challenges and inconsistent implementation.

The union presented information from members in the room and workers across the country who have difficulties with time to set up, load, drive, and break down blood drives. We shared stories of injuries and accidents due to lack of proper training or equipment to unload and pack materials, or insufficient training to drive certain vehicles. The union proposals address all of these issues, including staffing shortages, workplace injuries, scheduling changes, workforce turnover, and safety.

### YOU CAN HELP!

The next bargaining starts June 5. We need help collecting and sharing info in all of our workplaces. Talk to your Local Union Rep or Bargaining Team member to find out get involved!

### ARC NEEDS TO INVEST IN THE WORKFORCE

ARC Chief Financial Officer Brian Rhoa gave information on ARC financials, and predictions on the financial position of ARC in the future. ARC is in a better financial position than it was, and credits the union coalition and hard work of employees in helping this turnaround. Workers conceded benefits in the first National Addendum as an investment in the financial future of the organization.

Due to the sacrifices of workers and their families across the country, ARC is now in a stronger financial position. It is time for ARC to invest back into the workforce. The current state of high worker turnover, high worker injuries, and adverse effects on donor retention shouldn’t continue.

The union is fighting to lower the rate of late-end drives and turnaround time violations, we are fighting to increase pay, and for ARC to better predict and implement staffing needs for blood drives, ensure the suitability of mobile worksites, improve training, and allow more input for workers on the creation of staffing matrices. ARC has not yet provided a response to our economic proposals that are important to increase worker morale, productivity, and safety.