



Local 5103 Member Update

June 18, 2015

Negotiations with ARC National are continuing. The National Union Coalition Bargaining Committee has presented initial proposals to ARC National on various issues. National negotiations will resume next week. We will keep you updated.

Meanwhile, your local leaders met with representatives from ARC National on June 8 to work on settlements for the outstanding grievances and arbitrations in our region. Some of the arbitration issues will be settled at national bargaining, but we were able to reach an agreement on how to proceed with two issues:

1. **Travel time and overtime calculation for employees hired after September 30, 2011:** This is obviously a huge issue at our local. The Red Cross is holding firm on their interpretation of the contract. As neither side is willing to give ground on this, we agreed to an expedited arbitration procedure. This will give us a chance to present our case to an arbitrator and get a final resolution on the issue. We'll update you when we have more information about the timeline for the expedited arbitration.
2. **Travel Time for Transfer Employees:** ARC agreed to our interpretation of the contract! Management will now use the Red Cross system-wide hire date to calculate seniority for employees who transfer in the system so they receive overtime for travel time. This is a big win for our local.

Thank you for all your hard work in gathering paychecks and other evidence in all of these cases. We can't make progress on these issues without everyone sticking together. We'll be reaching out to members to continue gathering evidence as the expedited arbitration procedure moves forward.