



HPAE

LOCAL 5103 Newsletter

A NEWSLETTER FOR THE
MEMBERS OF HPAE LOCAL 5103
AT THE AMERICAN RED CROSS

BAGDOWN—HPAE LOCAL 5103 Newsletter

April 2019

Message from the Presidents

Hello Brothers and Sisters of Local 5103

We have continued to sit down with management to discuss cross training. We have a long road ahead of us to get started. Management has heard and recognized the need for volunteers as per the addendum and are taking bids for training.

Congratulations everyone! The National Addendum is now online on our website. The final local contract will also be up on the site as soon as the final revisions are complete.

We will be starting our committees back up again so we can get the drives and centers back on track. If you are interested in being on a committee, please let one of your local officers know. I would really like people to sign up for a party committee so we can have social events and get to know each other.

In solidarity
Renee Conyers
CO-President
HPAE Local 5103

Greetings Everyone!

We are now more than a year into the Language of Caring, an important program that Red Cross has paid for us to learn. We as a local agree with the Language of Caring program. Broken down, though, it comes down to one word: COURTESY. Life in general, and work in particular becomes much more pleasant and easier if everyone is courteous. We don't have to love working together, we don't have to hang out together outside of work, to be honest, we don't even have to like one another. What we DO have to do, though, is to practice common courtesy during the work day. The "magic words" are still magic: Please, Thank-You, You're Welcome, all go a long way toward making our work environment better. In general, we do a great job at customer service both to the public and toward each other, but when the going gets tough, it's harder to remember, especially when there are a lot of "strong" personalities involved (umm..team sups included, lol). Enough said.

We are working hard to try to get the new local contract online, as well as print copies. On a Local level, our bargaining team has to review the new document as well as Regional management, and our friendly labor leader. The pace is glacial, but we're doing our best 😊.

As always, we count on all of you to be our eyes and ears. Please feel free to call any of us with questions, or if you see or hear something that doesn't seem right. If we don't know, we can't do anything!

Judy

What Everyone Needs to Know!

1. When you are notified by your manager to go downtown for a write-up DO NOT GO ALONE - take a Rep!
 2. A 'Record of Conversation' is not a discipline, it is a statement of a record of certain conversations that have taken place.
 3. AN 'Observation Record' **IS** a discipline that may lead to further discipline.
- Call-outs are to be made 120 minutes prior to the start time of your mobile or fixed site. There has been a trend of staff calling out at the last minute outside of the appropriate time frame. Please consider your coworkers because when callouts occur it results in your coworkers having to work harder - lets be considerate of each other!

Dawn Jordan
VP Grievance Chair

SAVE THE DATE

AFT PROFESSIONAL ISSUES CONFERENCE

April 25-27, 2019
Hyatt Regency Washington on Capitol Hill
400 New Jersey Ave N.W. - Washington DC 20001

Register at: <https://hq-secure01.aft.org/AFTMeetingsPortal>

Please be aware of the changes that occurred in regards to the contract's Inclement Language during negotiations:

LETTER OF AGREEMENT – Inclement Weather

6.7. There will be a Committee that meets in the Fall of each year to discuss preparation for the upcoming winter season, including timely notification of staff and the use of PTO and UPTO on snow days. This can be part of an existing Labor-Management Committee meeting that includes scheduling and donor recruitment staff.

7.8. If an employee who is scheduled to work calls out because of snow, the employee will not be charged with an occurrence for a UPTO or LWOP if the employee's work assignment is later cancelled and other employees assigned to that work assignment are not offered reassignment. If, however, the assignment is not cancelled or the assignment is cancelled but other employees scheduled on that same assignment are offered reassignment, then the employee will be charged with an occurrence for UPTO unless the employee lives in an area that is significantly more impacted by the snow than other employees scheduled on that assignment, in which case a PTO day will not be unreasonably denied if requested. The Region's determination shall be based on the employee's address as reflected in HR Direct Access as of that date. In the event of weather related reassignments, an employee will only be reassigned once and may refuse any additional reassignments.

Please let us know if you have any questions!

Lisa Scaramuzzo
VP Secretary-Treasurer