



Message from the Presidents

Hello Brother's and Sister's

Meal Break

I would like to make sure everyone is aware of the fact that you can take your meal break in your car.

If you are in charge and there IS NOT another charge staff there, you cannot leave the premises, but you can have lunch in your car.

CERP Training

The region would like for everyone to pick up an extra day between 12/2-12/14, to reduce the number of blood drives that would have to be cancelled.

If you do not choose an extra day you will be scheduled during your normal work week. IF this changes please let a Rep know immediately so we can address it with management.

Pay Issues

We continue to have problems with our pay. Please follow the chain of command to have the issue resolved.

1. First contact workday and explain the issue.

If there is a problem they will give you a reference number.

2. Next IF you have a reference number contact Dom (cc Jimmy) and let him know the issue, and reference number.

3. If you are owed money and they are going to cut you a check, notify your supervisor so they can sign off and get your money.

If you have any questions or concerns please feel free to contact me.

In Solidarity
Renee Conyers, Co-President, Local 5103

Greetings Brothers and Sisters, and Happy Fall!

There are many changes coming to the Red Cross as it attempts (yet again) to restructure and transform itself. With the changes will come (of course) rumors. Please don't believe everything you hear! Just as your supervisor is not your friend, your supervisor isn't necessarily the best source of information about coming changes. Most of the changes will have either bargaining or training (or both) involved. If you hear something that doesn't sound right, or you have questions about changes that may be coming, PLEASE reach out to myself or another officer. We'll either give you the information (if we know it) or look into things. We need to remain unified. Don't be sidetracked by rumors. STICK TOGETHER!

In Unity
Judy Merkowsky
Co-President HPAE Local 5103

Clocking In



It has come to my attention that staff are not clocking in and are being called downtown to be written up for not clocking in. It is not acceptable to document on the op record anymore when you cannot clock in.

When clocking in is not working you must now send an email to Dominic and cc your manager. If you are using your own phone to clock in & it doesn't work you must make an attempt to use the phone of the person in charge or the Red Cross laptop. If that isn't working try taking a screenshot with your device of you trying to clock in as proof, so that if you are called for not clocking in you have proof that you tried. If your name appears on the 'Not Clocking In' list more than 3 times management will start the discipline process. PLEASE just be sure to clock in and out!

Dawn Jordan
Grievance Chair

Address Service Requested

CONTRACT CORNER

It has recently been brought to my attention that there is confusion regarding the difference between mileage and travel time and how to document each appropriately.

The best way to think of mileage is that it is the actual total number of miles that you drive for work on any given day. Travel time, which is derived from your mileage, is the conversion of your miles driven into hours. I have recently been informed that on days such as those with team meetings, staff are entering their total number of miles driven on the blood drive operation record. This is NOT correct. On days that you have a team meeting or training (just as an example) in Philadelphia before OR after a blood drive, you will ONLY document the miles for which you are not already 'on the clock' for. For example, if you drive 30 miles to your team meeting, 50 miles to your blood drive, and then 15 miles home, you will only log 45 miles on the operations record as you are already on the clock for the 50 miles you drive from one location to the next. This is because you are already being paid for this time and there is nothing that needs to be converted to hours. Now take the same day provided in the example and apply it to mileage. This is where you will document your TOTAL mileage for the day (minus the usual 20 miles). With this example, you will enter 75 miles (95mi-20mi) into Concur as this is the physical amount of miles you drive that day. Also, please keep in mind that if you car pool with someone both staff claim travel time, but only the staff member that actually drove can claim the mileage in Concur. I hope that you find this information helpful and if you have any questions, please let me know.

In Solidarity,
Lisa Scaramuzzo
VP Secretary-Treasurer

Hello brothers and sisters

There are no updates for health and safety at this time. Please continue to send in the forms or email me for any issue with unsuitable sites.

Remember if you have any questions about if the site is suitable to operate please don't hesitate to call me or text me 267-602-7132

Thank you,
LeCora Shorter, VP Health and Safety