



Redline Contract Changes Summary January 15th, 2017

Local Contract Section	Change in Local Agreement	What The Changes Mean
9.1 – Full Time Employees	Definition of full time employee is replaced by definition in Article 5, Section 1A of the National Addendum.	Adds additional Language to exclude temporary employees.
9.3 – Part Time Employees	Definition of part time employee is replaced by definition in Article 5, Section 1B of the National Addendum.	Adds additional Language to exclude temporary employees and include employees who work without a defined work schedule.
9.5 – Temporary Employees	Definition of Temporary Employees replaced by Article 5, Section 1C of the National Addendum.	Replaces time limits for temporary employees in the local agreement with a one year cap.
11.1 - Workweek	Definition of workweek is replaced by definition in Article 7, Section 1 of the National Addendum.	Changes the definition of a workweek from Monday – Friday to Saturday - Friday.
11.5, 11.6 – Meals and Breaks	Meals and break period language replaced by Article 8 in the National Addendum.	Replaces meal and break provisions in the local agreement with the two 15 minute break periods and 30 minute meal period outlined in the National Addendum.
12.7 – Nursing Layoffs	Replaced by MOU #1 - “Registered Nurses” in the National Addendum.	ARC still cannot replace RNs with non RNs, but additional language states that there is no obligation by ARC to replace licensed staff with licensed staff.
22.3 – Information to Union	Replaced by Article 6, Section 4C in the National Addendum.	Increases management’s reporting obligation from twice a year to monthly.
25.1, 25.2, 25.3, 25.4, 25.5, 25.6, 25.7 - Holidays	Holiday language replaced by Article 15 of the National Addendum.	Spells out new holidays and holiday scheduling guidelines under the National Addendum.
25.9 – Holiday Eve Language	Language to be added to express	Note: <i>This is language that</i>

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	that Red Cross will make its “best effort” to achieve objectives in section on Christmas and New Years Eve Scheduling.	<i>management wanted to eliminate but that we fought to keep with the amended language.</i>
26 – Paid Time Off	All PTO language replaced by language in Article 16 of the National Addendum.	With the addition of the floating holidays, this change essentially eliminates one day of paid PTO.
34 – Health, Welfare and Retirement Benefits	Language replaced by Article 17, 18 and 19 of the National Addendum.	Replaces the Red Cross healthcare and retirement plans with Teamcare, which is a much better overall plan.
41 – Premium Pay, Bonuses and On Call	Replaced by differentials in the National Addendum, except as outlined in the Tentative Agreement on premiums.	See summary of agreement on premiums.
42.1 b and c - Wages	Replaced by pay increases in Article 13, Section 1 of the National Addendum.	Sets annual wage increases of 2% annually over the life of the contract.
47 – Term of Agreement	Changed to reflect alignment of expiration dates on Sep 30 th , 2018 outlined in Article 24, Section 1 of the National Addendum.	Note: <i>The lining up of contracts with over 4000 union members across the country is a huge victory that increases our bargaining power.</i>
Letter of Agreement – Work in Excess of Regular Work week	Amended to include language referencing Article 7, Section 3 of the National Addendum.	Note: <i>This is language that management wanted to eliminate but that we fought to keep with the amended language.</i>
Letter of Agreement – Scheduling Weekend Work for Auditors	Amended to include language referencing Article 7, Section 4 of the National Addendum.	Note: <i>This is language that management wanted to eliminate but that we fought to keep with the amended language.</i>
Letter of Agreement - Uniforms	Replaced by Article 12 of the National Addendum.	Replace the old uniform policy with the 78.30 Unifirst credit in the National Addendum.

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