

Hello Brothers and Sisters of Local 5103,

While there is still a big fight ahead of us, we are happy to announce that we have come to a Tentative Agreement with management on our local contract. **The local contract cannot be ratified until the national addendum is negotiated, however there are negotiated pay increases that will go into effect immediately.**

The following job classification are being renamed and will be brought up to the starting rate of pay reflected in this table:

Current Classification	Renamed Classification	New Pay Rate
DCA (mobiles)	Collection Tech II	\$ 19.40
DCA (PRC trained)	Collection Tech III	\$ 20.40
DCA Pheresis	Collection Specialist I	\$ 22.00
Collection Specialist II (Charges)	Collection Specialist II	\$ 23.90

All members below the new hire rate will be adjusted to the above rates, with smaller additional increases based on years of service to honor seniority. Also, members who are promoted will now either be moved up to the above rates or receive a dollar increase, whichever is greater.

Local Contract Changes:

Below are highlights of the the changes to the local contract. **These changes will not go into effect until they are ratified along with the national addendum.** A copy of the TA is also available on Facebook as well as the local website.

- The 8 hour guarantee will be converted to a 40 hour a week guarantee for full time members and a 24 hour per week guarantee for part time members. Per-diem members will continue to receive the 8 hour guarantee.
- All members will receive time and a half for all hours worked on a 6th and 7th day

While we are happy to announce this agreement, there is still a lot more to fight for in the national addendum. The contracts are expiring on March 31st, and the Red Cross is still fighting to increase our health insurance in the middle of a pandemic and stalling at the table. Please continue to look out for actions to pressure management as we continue national bargaining.

In solidarity,

Your Local Bargaining Committee