

# THE PULSE

NATIONAL RED CROSS BARGAINING  
JUNE 10-JUNE 21

## Negotiations Stall

Last week marked the conclusion of the last scheduled bargaining session between the Coalition and the American Red Cross. Bargaining will likely resume this fall or winter. While we have made some progress in addressing recurring scheduling issues, including late end times and 10-hour turnaround time and increasing premium pay for most groups including Manufacturing, IRL and HLA; key items such as healthcare, wages, longevity pay, and guaranteed hours remain unresolved.

As some advancements have been made on wages and healthcare, we emphasize that wage increases should not be offset by rising healthcare costs, ensuring that employees still receive enough in wages to counteract inflation.

Also, for years, we have fought for full-time schedules for full-time employees. It appears that the Red Cross has adopted a questionable hiring practice of recruiting new hires as full-time employees without informing them of the inconsistency in full-time work. When we raised this issue, the Red Cross responded by presenting data showing that each employee receives an average of 51 hours weekly. However, these numbers were annualized and included PTO and floating holidays, not actual hours worked.

When confronted with the inaccuracy of its data, instead of taking responsibility and committing to resolve the issue, the Red Cross argued it was unaware of the concern, despite us flagging it repeatedly during negotiations and union representatives having ongoing discussions with local management to provide employees with full-time work. Additionally, the we have raised this as an issue in every negotiations since 2015 yet the Red Cross acts as if it is a new event.

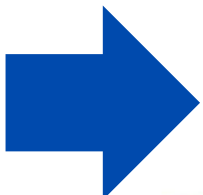


# ENOUGH IS ENOUGH

In response, the Red Cross has once again “committed” to addressing this problem, but ENOUGH IS ENOUGH! The Red Cross’ lack of action for years has caused financial hardship for many workers, who have had to use PTO and floating holidays to make up for the shortage in hours. PTO should be for sick or vacation time, not to make up for the gap in pay because your employer failed to provide you with work. Floating holidays should be for celebrating important occasions such as Veterans Day, MLK Day, etc., not to cover a lack of scheduled blood drives throughout the year. Additionally, 401K plans are meant for retirement, not as supplementary savings due to not receiving your full pay or livable wages.

While the Red Cross is experiencing a strong financial outlook, front line workers are not benefitting from it, and these exploitative practices must stop. Over the next few weeks, we will launch a nationwide public campaign to highlight the Red Cross' questionable business practices and their impact on its lowest-paid workers, and **we will all need to stand together to fight for what we deserve.**

**In the meantime, we want to hear your stories. Please contact your Coalition Representative and share how not getting full-time work from the Red Cross has affected you.**



Next bargaining: TBD

