



### Message from the Presidents

#### Hello Everyone and Happy Spring!

As I write this, we are about to start the new scheduling initiative of Two Consecutive Days Off. Hopefully this will give us some predictability in our lives, and the ability to schedule things more than a couple days in advance. We're also starting 4, ten hour days for Donor Centers (Pheresis). The Pheresis staff have already been working 10 hour days for a while now, and I want to thank them for their patience and understanding with the long gap before the 4 day workweek could be implemented.

Both of these initiatives came out of the Scheduling Advisory Group, a committee formed by the National Addendum. I'll be in Nashville this coming week for a meeting with this group. Our next objective is to get staff out of work on time. This will be a big challenge, but if we can achieve that goal our lives will be much improved.

In the meantime, we are starting to address the challenge of "Cross Training," which is another huge challenge that Red Cross hopes to have settled by July 1st. Stay tuned.

A few reminders:

- 1) Make sure you are clocking in (when possible) and don't work without clocking in.
- 2) Please push the Double Red procedure, (I know this is a sore point, but in the long run if the company makes money we're gonna have more job security and be in a better position to fight for increases down the road). We are understaffed, which is no surprise to us, but the company has finally admitted it! They are hiring a lot of people. We all know that many of them won't make it to the field or won't stay long, but please try to be welcoming to our new members and give them a hand. Again, we stand to benefit in the long run with more people to do the work.

And finally, stay safe out there. If you have a concern, **Lecora Shorter** is our Health and Safety officer. Get in touch with her. She is our liaison with **Tiffany Wolfe**, ARC's safety officer.

Thanks for all you do!

Judy Merkowsky  
Co-President, Local 5103

#### Hello Brothers and Sisters of Local 5103

It is that time again! It is time for you to nominate someone for each Executive Board position.

- CO-PRESIDENTS
- GRIEVANCE CHAIR
- SECRETARY-TREASURER
- HEALTH AND SAFETY

We hear a lot of complaining about what is going on, now is your opportunity to make a change!

We will need at least three members to be a part of the Nominations and Elections Committee. Their responsibilities will be:

- Design of Ballots
- Counting of ballots

We need to have everything out and back by July 21, 2017, so that our new officers will be in place by September 1, 2017.

If you are interested in being on this committee, please let me know as soon as possible.

Thank you.

In Solidarity  
We Stand Together!

Renee Conyers  
Co-President, Local 5103  
[267-819-4384](tel:267-819-4384)

### Warning Regarding Photos....



Hello Brothers and Sisters,

I just want to remind you to be careful when taking pictures at work.

According to the Employee Handbook if at any time the Region feels your picture is shared on social media in a disparaging way, you can be disciplined or even fired.

So, before you take that selfie make sure that there is nothing related to ARC in your picture and please do not post anything negative about Red Cross on social media.

Happy Spring!  
Renee Conyers

### Let Us Know About Health and Safety Problems

Hello Brothers and Sisters,

Just a reminder, I am Lecora Shorter, your Health and Safety officer. You can reach me at 267-602-7132 or email me at [lecorashorter@yahoo.com](mailto:lecorashorter@yahoo.com)

Please let me know about any unsafe sites ex: mold, donor room on a stage, hot/cold sites, or anything that will put you or the donors in harm's way.

Thank you,

LeCora Shorter  
Vice President, Health and Safety, Local 5103

## **Know Your Contract: Holidays**

Hello HPAE members,

Just a reminder. We have 6 core Holidays that we get paid time and a half (1 ½) for. Those are:

1. New Years
2. Memorial Day
3. Independence Day
4. Labor Day
5. Thanksgiving
6. Christmas

If an employee is scheduled to work the holiday: He or she will receive holiday pay at straight-time rate of pay plus added pay for all hours worked at one and one half times the regular rate of pay for hours worked. On either the calendar holiday or observed holiday.

If an employee is scheduled to work both days: The employee will receive straight pay on the calendar holiday and get one and one half times the regular rate of pay for hours worked on the observed holiday.

Latoya Morris  
Grievance Chair, Local 5103

## **What We've Accomplished as a Union**

Hello Sisters and Brothers of Local 5103,

As we close out the first quarter of 2017, it feels like a good time to reflect on a couple of accomplishments we have had over the past year. Firstly, we were able to settle a longstanding grievance for staff that were hired in late 2011 through early 2012 whose travel time and overtime pay was unjustly impacted. This resulted in a significant payout for those that were affected.

Secondly, we launched an online Incident Reporting Form for staff to submit incident reports. This has increased the overall number of reports that we receive from members and allowed us to more effectively confront management with issues that arise at blood drives.

Thirdly, members of your Local Executive Board have assisted in creating, maintaining, and participating in numerous committees in conjunction with American Red Cross management to improve our working conditions. Although for the most part these committees are still in their infancy, we are already seeing some progress made and perhaps more importantly, a greater willingness on the part of management to take our grievances more seriously.

And finally, we were able to settle our redline agreement and win raises for many members.

In conclusion, I hope that we are able to keep the momentum that we have built up over this past year so that we can have an even more productive and successful year going forward!

In solidarity,  
Lisa Scaramuzzo  
VP Secretary-Treasurer