

Local 3931 Collections Unit Tentative Agreement Highlights

AFSCME Local 3931 began negotiations with the Red Cross on December 16, 2016 and reached a tentative agreement in June. This contract is in effect from June 6, 2017 to September 30, 2018.

- **Wages** – We negotiated a higher starting wage for all classes. Same wages for all geographic areas. We negotiated compression, per diems into the base wages and years of service increases for the majority of members. We will have individual wage info at the voting site. In addition on October 1, 2017 all workers will receive a 2% across the board increase.
- **Health Insurance** – Workers will be eligible through a 60 day open enrollment period to switch to or enroll in Team Care plan after the ratification vote for the contract.
- **Grievance Arbitration** – All violations of the contract will be subject to the grievance process. There will be trained stewards to help workers file grievances to resolve issues that arise with the employer. If grievances are not successfully resolved the matter may be resolved by an outside arbitrator.
- **Discipline** – Discipline will be administered according to the contract and subject to the grievance procedure.
- **Hours of Work** – Three weeks' notice on schedule changes. The contract also provides for establishment of a Scheduling Advisory Group between the union and management to begin working on weekend scheduling, holiday scheduling, proximity, and out of district scheduling within 30 days of contract ratification.
- **Safety** – A Labor/Management committee will be formed to address all safety issues, including process for inclement weather and closings.
- **National Addendum** – We will now be covered by the National Addendum, a contract covering Red Cross workers nationwide, in addition to our contract.

VOTING SITES AND TIMES

ALL VOTING WILL TAKE PLACE ON MONDAY JULY 31, 2017

City	Time	Location
Eau Claire, WI	8:00 AM – 12:00 Noon	3485 E. Hamilton Ave.
St. Cloud, MN	5:00 AM – 1:00 PM	1301 W St. Germaine St.
Mankato, MN	6:00 AM – 11:00 AM	2120 Howard Dr. W (next to UPS), North Mankato
West St. Paul, MN	5:00 AM – 1:00 PM	1990 Christianson Ave. (Rhine Building)
St. Paul, MN	8:00 AM – 8:00 PM	100 S Robert St.
Marshall, MN	9:00 AM – 11:00 AM	Sleep Inn & Suites (1300 Nwakama St.)

Negotiating team members

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