Our Union National Bargaining committee continued meetings with American Red Cross in Washington DC and came very close to reaching a Tentative National Contract. When we do, we will be creating a powerful, united voice to enable us to tackle more and more issues together.

We made significant progress on some of our core issues including **Wage Increases Across the Board**, **Ratification Bonus**, and better **Healthcare Coverage with lower deductibles**.

We still have some outstanding issues to continue negotiating over and your committee will give fuller updates as we come closer to a Tentative National Contract with National Red Cross!

If we reach a Tentative Contract Agreement, you will have the opportunity to vote to adopt the Agreement as an addendum, or addition to your local union contract.
We represent unions, job titles, regions, and experiences from across the country to fight for a strong national contract at the bargaining table. We are united to fight for the same issues of workplace respect and safety to make the American Red Cross a better place to work.

Committee Leaders

Mark Richard: Mark is a nationally recognized labor attorney. His union career started in 1973 when he served as an organizer for Cesar Chavez on the farm workers union inspired boycotts. He has helped negotiate hundreds of union contracts including industry leading agreements at American Airlines and Southwest Airlines. His law firm represents over 60 local unions and Internationals including those from AFT, SEIU, AFSCME, IBT and TWU. He was recently involved in the ground employee negotiations arising out of the UsAir – AA merger and negotiations with the 100,000 member Coalition of Unions with healthcare giant Kaiser. On top of this, Mark is a college professor of Paralegal Studies and he is proud to serve as the president of the AFT local professors union at Miami Dade College.

Nina Bugbee, International Brotherhood of Teamsters: Nina earned a Bachelor of Science in Nursing from Olivet Nazarene University in 1981 and she has been a licensed Registered Nurse in the State of Michigan for 33 years. She became a Teamster member in 1982, RN Union Steward in 1988 and became the Vice President/Business Agent at Teamsters Local 332 in 1996. In 2000, Nina became the President of Teamsters Local 332 and in 2007, she became the Principal Officer of the Local. In addition to her Principal Officer duties, she was appointed to the Michigan Teamsters Joint Council #43 Executive Board in 2013 as the Healthcare Advisor. Most recently, Nina was appointed in April 2015 as a Trustee to Joint Council #43. Also in 2014, Nina was appointed as the Central Region Director of the International Brotherhood of Teamsters Public Services Division under the leadership of IBT Director, Michael Filler.

American Federation of State and County Municipal Employees

AFSCME represents drivers and collection staff in Connecticut, Minnesota, Iowa, Wisconsin, Illinois, Washington DC, Maryland, and Virginia.

Scott Soares began working with AFSCME Council 4 as a student at Central CT State University and since then he has worked with AFSCME for 16 years leading political and organizing campaigns with members in Connecticut. Scott began working with Red Cross members in 2008 through many contract campaigns, including three strikes. Scott also represents 25 locals of education workers, municipality workers, paraprofessionals, custodians, secretaries, and linesman across CT. Scott is a leader in his community as he has served on his Democratic Town Committee since 2008 and the Board of Education in Newington CT.

Continued on page 3
Continued from page 2

**Red Cross Union Coalition**

**Dalia Thornton**
is the Assistant Director of the Department of Research and Collective Bargaining Services at AFSCME. At AFSCME, Dalia’s core job function is assisting affiliates in all aspects of collective bargaining. She has led public sector negotiations for the union in homecare, higher education, transportation and K-12 schools as well as emergency medical responders and the American Red Cross in the private sector. Dalia also conducts collective bargaining and contract campaign trainings for affiliates nationwide. Dalia earned her bachelor’s degree in Economics with a focus on Labor Economics from the University of Colorado. She went on to earn a master’s degree in Political Science with an emphasis in American and International Politics from Colorado State University.

**United Auto Workers (UAW)**

UAW represents Red Cross drivers, collection staff, donor representatives, and lab technicians in Manchester, NH and Detroit, MI.

**Crystal Isaac**
is a Donor Representative for Red Cross in Detroit and a proud bargaining committee member for UAW Local 771. She joined the UAW in 2003 when she began working at the Red Cross in Detroit and has bargained the last three contracts with the Red Cross in Detroit. Crystal brings a unique perspective as the only Donor Representative on the National Bargaining Committee. She comes from a strong union family where her father was a union member with a meatpacking company and then worked for the railroads for 42 years. She also follows in the footsteps of her mother who was a proud UAW member who worked at Wayne State University in Detroit.

**Ellen Wallace** has been a UAW member since 1986 and held various leadership positions in her union including shop steward and local union president. She served as a union officer for nine years before becoming a member of the International UAW staff as the Sub-Regional Director of UAW Region 9A in New England. Ellen has bargained hundreds of contracts and has extensive experience with contract enforcement, organizing, and advocating for worker rights legislation. Recently, Ellen assisted Patrice Shaw, UAW Local 2322 unit chair for the Red Cross members in Manchester during contract negotiations with the Red Cross. This contract fight cemented their commitment to work with the National Coalition of Unions to win a strong national contract.

**American Federation of Teachers (AFT)**

AFT represents healthcare workers in the Pennsylvania-New Jersey Region as part of the Health Professionals and Allied Employees (HPAE) and nurses in Oregon with the Oregon Nurses Association (ONA).

**Ann Twomey** is a Registered Nurse, President of the HPAE, and Vice President on the Executive Council of the AFT. Ann began her lifelong career fighting for healthcare worker rights as a nurse at Englewood Hospital, where she led the drive by Englewood's nurses to unionize in the early 1970s. Under Ann's leadership, HPAE has gone from a small independent health care union into New Jersey's...
largest health care union of 12,000 workers. Ann has been recognized for her fearless leadership over the years, receiving the NJ Governor's award for Excellence in 1996, the Labor Leader of the Year by NJ Afl-Cio in 2013, and she most recently appeared on the 2015 NJPoliticker Labor Power List.

**Sandra Lane**

works with HPAE healthcare workers to fight for strong contracts and public policy across NJ and PA. She worked with Red Cross Local 5103 presidents Renee Conyers, Judy Merkowsky, and other dedicated members during contract negotiations including a three-week strike in 2011. Sandra started union organizing at the University of California in Santa Cruz and went on to conduct union research through the UC Berkeley Labor Center. She then served as a political organizer for IFPTE Local 21 in San Francisco before moving to the east coast to work with HPAE.

**United Steelworkers (USW)**

USW represents Mobile Unit Techs (MUT), Blood Collection Technicians (BCT), Collection Techs, Mobile Unit Driver Assistants, and lab manufacturing in Georgia and Alabama.

**Darryl Ford** has worked for the Red Cross in Macon, Georgia as a Mobile Unit Technician for 17 years. He served as a shop steward before being elected as the local president in 2005. Before working at the Red Cross, Darryl worked at an air conditioning plant in Milledgeville where he was part of a successful union organizing drive with the USW in 1991. As a representative for the USW, Darryl has negotiated contracts for over 10 years and leads contract negotiations for USW workers at a marble mine and galvanize company. Darryl comes from a strong Steelworker family as his father was a USW member for 30 years with U.S. Steel in Cleveland OH.

**Communications Workers of America (CWA)**

CWA represents Donor specialists, MUAs, and collection staff in Albany, Syracuse and Buffalo NY, Wilkes-Barre and Johnstown PA, and Norfolk VA.

**Bill Ratajczak** has worked for Red Cross in Buffalo for 36 years, where he was part of the union organizing drive with CWA in 1980. He started out working in the components laboratory and became a blood collection technician in 2000. Bill has served as a chief shop steward for about 15 years, and served on the negotiating team for many contract fights. Growing up, Bill's dad was a union firefighter in Buffalo and his sister now works as a union nurse. Bill is also involved in improving his community in Buffalo, where he has served as the Neighborhood Block Club president, a delegate to the Buffalo Afl-Cio labor council, and currently serves as a Democratic Committee member.

**Eric Horne:** Before working in union healthcare, Eric had a full career holding various jobs in the restaurant industry. He attended the Culinary Institute of America in Hyde Park NY, and then worked at various hotels, restaurants, and resorts throughout the country before opening his own restaurant and catering business in 1991.

After a life changing incident, he

(Left to Right: Renee Conyers, and Sandra Lane, AFT, HPAE :local 5103)

(Left to Right: Eric Horne and Bill Ratajczak)

Continued on page 5
decided to attend Luzerne County Community college to become a Phlebotomist and EKG technician to work for the Red Cross. Eric has worked for the Red Cross for three and a half years as a Double Red Cell Technician and Charge Nurse. He became Steward for CWA Local 13500 and was instrumental in getting a contract with the northeast PA region of the Red Cross after working without a contract for over three years.

**United Food and Commercial Workers (UFCW)**

UFCW represents collections, administrative, hospital services, stockroom clerks, maintenance workers, and drivers in Toledo OH.

**Dale Parker** has worked for Red Cross for 13 years in Toledo as a lab technician. In 1991, Dale was part of the union organizing drive and first contract victory at Red Cross with the UFCW. He then served as a union shop steward and executive board member before becoming a staff representative with UFCW in 1998. Dale has led negotiations for ARC members since 1998 and also leads contract negotiations and enforcement for retail, manufacturing, and nursing home workers in the Toledo area. Dale grew up in a strong union household where both parents were UAW members who worked in auto car plants in Toledo.

**Paul Smithberger** is the Collective Bargaining Director of UFCW Local 1059 has over 25 years of service with Local 1059. Local 1059 represents over 18,000 workers in 44 counties in and around central Ohio. Local 1059 has contract with major employers Kroger, Meijer, CVS, Bellisio Foods, and General Mills in addition to Red Cross. In 2012-2013 Paul was part of the difficult negotiations that lasted over 14 months with the Red Cross to achieve Central Ohio Region’s first contract along with rank and file member Jay Johnson (MUA). Jay has been instrumental in representing UFCW during committee meetings and at bargaining sessions.

**Service Employees International Union (SEIU)**

SEIU Represents Red Cross workers in Northern California Local 521, New England Local 1989, West Virginia, Kentucky, and Ohio Local 1199 WKO, Massachusetts Local 1199 UHE, Southern California Local 721 and 221 and Michigan HCMI.

**Marge Robinson** is the president of SEIU Healthcare Michigan. She first became a member of SEIU while working as a unit secretary at Hackley Hospital 32 years ago. She then moved to Mercey Hospital for 15 years before returning to college to become a Registered Nurse. Marge worked in the Critical Care Open Heart Unit and went on to hold various leadership positions in the union, including bargaining team member, chief steward, and a member of the Local 79 Executive Board with the Hospital Division Director before being elected Secretary-Treasurer in 2002. In 2008, Robinson became the first member and woman president of SEIU Healthcare Michigan and was re-elected in 2013. She is a member of the SEIU National Nurse Alliance Leadership Board, the Healthcare Division Leadership Board, and the SEIU International Executive Board as well as president of the SEIU Michigan State Council.

Robinson has held numerous other positions throughout the state including VP and President of West Michigan Labor Council, as well as governor-appointed positions across Michigan.
Del Mallory is a Lead Organizer/coordinator for SEIU Local 521 in San Jose, California. He has represented Red Cross workers since 2008 and has played an active role in the national coalition. Del currently sits on the Issues Resolution Team and the Mobilization Committee.

International Brotherhood of Teamsters (IBT)

IBT represents drivers and collections staff in cities across California, Oregon, Washington, Georgia, Kansas, Montana, North Carolina, Nebraska, Ohio, Michigan, Massachusetts, Maryland, and Pennsylvania.

Michael B. Filler is the Director of the Teamsters Public Services Division, which is the largest component of the 1.4 million International Brotherhood of Teamsters. He has over 35 years of labor-management and public policy experience. In 2010, Filler was appointed by President Obama to serve on the National Council of Federal Labor-Management Relations.

Supreme Court to Hear Case that Threatens Public Health and Undermines Workers' Voice

Big corporations and anti-worker groups just got a big break. On June 30, the U.S. Supreme Court announced it will review and act on a Court of Appeals decision, Friedrichs v. California Teachers Association (CTA), which seeks to undermine workers by barring unions that represent public employees – including 3,000 of your colleagues at ONA represented state and county facilities – from charging fair share fees for those who choose not to join but still receive all the benefits of collective bargaining.

Behind the Court of Appeal's decision, Friedrichs v. CTA, are large corporate anti-worker groups and a national network led by multinational corporation owners, the Koch Brothers, who believe workers should not have a collective voice in the workplace.

If the Court sides with the billionaires and corporations, ONA members’ ability to speak out collectively on behalf of patients would be dramatically restricted. In addition, it would greatly impair our ability to elect strong leaders, and cripple our capacity to sponsor effective legislation such as the hospital nurse staffing legislation (Senate Bill 469, 2015) or Nurse Practitioner payment parity.

“This is about silencing those who seek to use their collective power to make improvements in health care and working conditions,” said ONA President Katy Cooper BSN, RN. “We can’t let that happen.”

This is a priority for ONA. In the coming weeks and months, we’ll engage members to fight for our ability to retain our collective power, as trusted advocates for patient safety, optimum working conditions and improvements to vital health care services our patients and communities need and deserve.