

## **Organizing Process for the Coalition of American Red Cross Unions**

When an International/National Union of the Coalition of American Red Cross Unions, or any of its local union affiliates, seeks to organize unrepresented employees at the American Red Cross (“ARC”), the following procedures shall apply.

1. Prior to the commencement of any organizing campaign, the union will provide written notice to the Coalition’s Executive Board (“CEB”) identifying the city, state, and Red Cross Region of the prospective organizing campaign. The union will submit the written notice via email to [ARCNotice@teamster.org](mailto:ARCNotice@teamster.org) and cc its Coalition Representative. Information should, to the extent possible, include the targeted job titles, location or geographic area, and whether any existing units are represented by a union. In addition, the requesting union may provide other information, such as the duration of the campaign and projected resources to be allocated to the campaign. Commencement of a campaign is defined as when the union begins asking workers to sign cards.

2. The CEB, after considering appropriate relevant factors on a case-by-case basis, will have ten (10) calendar days to approve or reject the request, or to request additional information in response to specific questions raised by CEB members. If an executive board member does not respond to the request within the ten (10) calendar days, the CEB member will be considered to have waived his/her right to vote on that specific request to organize. A variety of factors to be considered include (in no specific order): the claiming union’s number of members in the ARC Region in which they are attempting to organize; NLRB standards (including communities of interest among employees); support among employees in the proposed unit; resources committed to the campaign; and, the ability to effectively represent workers and negotiate a contract within a reasonable period of time.

3. If a majority of the CEB approves the request, written notice will be provided to the union that it has clearance for a one hundred and eighty (180) calendar day period and, upon direction

of the union, the Coalition shall provide the Red Cross with a Notification of Interest designating the approved union pursuant to Article 6, Section 5E of the National Addendum. In the event that the CEB is deadlocked, an emergency meeting will be held on the issue. Thereafter, a proportional vote will be taken pursuant to the Coalition's Operating Agreement

4. If the union requires more than the initial one hundred and eighty (180) days for its organizing activities, then the union may submit a written request to the CEB for an additional ninety (90) calendar day period to continue the organizing campaign. After two hundred and seventy (270) calendar days, the approval is no longer valid, and any other interested unions may submit a request to organize as discussed above. The union with the initial organizing campaign will not be prohibited from submitting a new request. If a cleared union conducts an election under Article 6, Section 5I of the National Addendum or through the NLRB and fails, the clearance lapses.

5. All disputes between unions related to organizing will be resolved by the CEB. Upon notification of a dispute, the CEB will have ten (10) calendar days to resolve the matter. All decisions made by the CEB are final and binding.

6. The process addressed herein shall apply to all organizing at the American Red Cross whether conducted under the terms of the National Addendum or provisions of the National Labor Relations Act and relevant regulations.