

BEFORE THE ARBITRATOR

In the Matter of the Arbitration of a Dispute Between
WISCONSIN AFSCME LOCAL 1205 AND 1558 and
IOWA AFSCME LOCAL 1205 AND 1558

and

AMERICAN NATIONAL RED CROSS

Case ID: 307.0015

Case Type: A

(Compensation Implementation)

AWARD NO. 8004

Appearances:

Sean Daley and Jesse Swiecichowski, Field Representatives, Wisconsin AFSCME Locals 1205 and 1558, and Iowa AFSCME Locals 1205 and 1558, 33 Nob Hill Road, Madison, Wisconsin, appearing on behalf of Wisconsin AFSCME Locals 1205 and 1558, and Iowa AFSCME Locals 1205 and 1558.

Jason Bache, Director, Labor Relations, American National Red Cross, 2912 S. 80th Avenue, Omaha, Nebraska, appearing on behalf of the American National Red Cross.

ARBITRATION AWARD

The Wisconsin AFSCME Local 1205 and Local 1558 and Iowa AFSCME Local 1205 and Local 1558, hereinafter referred to as the Union, and the American National Red Cross were parties to 2021-2024 collective bargaining agreements (CBA). On May 30, 2025, the Union filed a grievance arbitration request with the Wisconsin Employment Relations Commission. Pursuant to that request and the terms of the applicable collective bargaining agreements that provide for final and binding arbitration of unresolved grievances, the parties chose me from a panel of WERC arbitrators and the Commission assigned me to serve as arbitrator to decide the instant grievance.

A hearing was held in Madison, Wisconsin on December 17, 2025. Based on the evidence and argument presented, I make and issue the following Award:

Whereas, there arose a dispute between the Parties concerning the correct implementation date of the National Addendum Across the Board ("ATB") increase and the application of the National Addendum to annual start rate increases.

Whereas, the Union believes they specifically contracted for the ATB to be applied the first full pay period following 12/31/2025 (which would be 1/4/2025), and ARC believes the terms of the National Addendum control and the implementation date should have been the same for these units as it was for all other Coalition represented employees (2/15/2025).

Whereas, the National Addendum calls for all “start rates” for new hires to go up 2% per year in years 2, 3 and 4 of the local CBA and National Addendum.

Having fully reviewed all of the facts and arguments, I make the following determinations and Award:

- Neither party acted in bad faith at any time.
- Neither party admits any liability for culpability for the alleged issues raised by the Union. And both parties specifically deny any wrong doing.
- The terms of the National Addendum supersede any conflicting provisions in the local CBAs.
- The terms of the National Addendum are laid out in the National Addendum and the implementation date of the ATB increases and the annual start rate increase are controlled by the terms of the National Addendum.
- Pursuant to the terms of the National Addendum, the correct implementation date of the ATB increases was 2/15/2025.
- However, to compensate represented employees for the confusion and miscommunication surrounding this issue, I am awarding all current employees who were employed as of 2/3/2025, a one-time payment of \$50, less applicable taxes and withholdings.

On new hire rates, regardless of what the TAs say, the units new hire “start” rate will go up 2% in years 2, 3 and 4, even though those terms were left out of some TAs.

Issued at the City of Madison, Wisconsin, this 16th day of January 2026.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

Peter G. Davis, Arbitrator