



TENTATIVE AGREEMENT SUMMARY

2022-2024 Contract Between Centro Legal and IFPTE Local 20

We did it! After months of negotiations with Centro management, we've reached a Tentative Agreement on a 2-year Collective Bargaining Agreement. This historic successor contract builds on gains we made in our first CBA (2019-2021) and Extension Agreement (2021-2022). It boosts pay by 8.2%-15.9% in 2022 and 13.3%-23.9% over the life of the contract, with the lowest paid employees receiving the largest raises. It provides more paid time off, continues remote work flexibility, expands benefits, prioritizes safe workplaces, and so much more. Your Union Negotiating Committee strongly recommends a **YES** vote to approve this contract!

SALARY

- 2022 Across-the-Board raises for all bargaining unit members:
 - Increase of \$8,000 for employees with salaries of \$60,000 per year or less
 - Increase of \$6,500 for employees with salaries over \$60,000 per year
 - Increases will be applied retroactively to March 15, 2022.
- 2023 Across-the-Board raise of \$4,000 for all bargaining unit members
- Senior differential of \$5,000 for all employees who attain Senior Status (previously \$3,000 for non-Attorneys and \$5,000 for Attorneys).
- Step placement criteria included in the contract and provided to new hires.

PAID TIME OFF

- Annual vacation accrual rates increased for all bargaining unit members
 - Increase to 16 days (previously 10 days) for employees with 0-1 years of service
 - Increase to 18 days (previously 15 days) for employees with 1-2 years of service
 - Increase to 23 days (previously 20 days) for employees with over 2 years of service
- Vacation cap increased to 40 days (previously 30 days)
- Two additional paid holidays per year for all employees: May Day and Veteran's Day
- Paid Maternity/Parental Leave increased to 10 weeks (previously 8 weeks)
- Paid bereavement leave expanded so it can be used for the death of an unrelated friend or family pet (previously only for immediate family and relatives)
- Paid leave for survivors of domestic violence and sexual assault (previously unpaid time)
- Paid Sabbatical Leave increased to 5 weeks (previously 3 weeks) and total Sabbatical Leave allowance increased to 10 weeks (previously 8 weeks).
- Comp Time accrual for exempt employees will kick in after 40 hours of work in a week (previously 45 hours) and the accrual cap will be 10 hours (previously 5 hours).

BENEFITS

- 401(k) retirement contribution doubled to \$2,000 per employee (previously \$1,000).
- Centro contribution to Health FSA account of \$500 per employee per year (previously \$0).
- Annual Insurance Plan Review process to include employee representatives in a meeting with Centro's insurance broker.
- Language memorializing the right of employees to add dependents/partners to benefits.

REMOTE WORK

- Current remote work conditions will continue for the duration of the contract, except where Centro has to meet a need that is difficult to address remotely.
- When Centro needs in-person work, they will provide as much notice as possible.



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- Centro and our Union will meet during the term of this contract to negotiate a long-term remote work policy for the future.

WORKPLACE SAFETY AND WELLNESS

- Centro will be required to maintain safety plans and provide annual training to address workplace violence, environmental and geological hazards, and infectious diseases.
- Employees may choose to obtain CPR certification at Centro's expense.
- Centro required to share any legally mandated injury and illness logs with our Union.
- Continuation of 1 Wellness Day per month with flexibility to roll a day over to next month
- Parents may bring infants to work until they are 6 months old or start to crawl, whichever comes earlier (this is intended to cover gaps in existing childcare).

NONDISCRIMINATION AND DIVERSITY

- Expanded prohibition of discrimination to include additional protected classes.
- Right to representation in ADA/reasonable accommodation meetings.
- All staff provided DEI training at Centro's expense, including; anti-racism training.
- Staff demographic data to be collected through voluntary self-identification.
- Centro management will meet with the Diversity Committee to receive feedback.

EMPLOYEE AND UNION RIGHTS

- Centro to provide 30-day notice and opportunity to bargain working conditions changes.
- Addition of Informal Counseling as a step prior to formal disciplinary action
- Expanded Just Cause standards to apply to a broader range of disciplinary scenarios.

PROFESSIONAL DEVELOPMENT

- Opportunity for non-Attorney staff to receive title changes after 1 year of employment.
- Centro will pay membership dues/fees for 1 professional organization per employee and will reimburse other professional development (previously only available to Attorneys).
- Performance reviews will be bidirectional, offering employees an opportunity to provide feedback on their supervisor.

32-HOUR WORKWEEK PILOT PROJECT

- Starting in July of 2023, employees will work 32-hour workweeks for a 3-month period.
- Employees who move from 40 to 32 hours for this period will experience no loss of pay.
- Before the pilot ends, the parties will meet to negotiate over whether to continue it.

VOTE YES when you receive your ratification ballot. Ballots will be sent to personal email addresses. Contact Chief Steward Nancy Martínez (nmartinezsoto@gmail.com) and/or Union Rep Maggie Ta (mta@ifpte20.org) with questions.