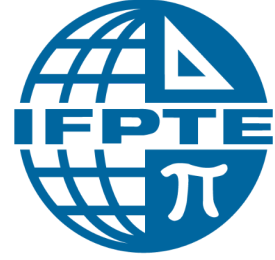




Engineers & Scientists of California

Local 20 IFPTE



COMPENSATION: COLA, DIFFERENTIALS, SALARY SETTING

Cost of Living Adjustment

Every year on July 1st the salary scale will increase by at least 3% to provide a cost of living adjustment (COLA). Should HAC experience financial distress, wherein payment of a cost of living adjustment is not possible, HAC will notify the union to meet and confer within five (5) days to discuss exceptions to the COLA agreement.

Education and Language Differentials

Any employee who has received an advanced social work degree, or other relevant post graduate degree, from an accredited institution shall receive an additional \$354 per month (\$4,250 per year).

Any employee who has received a Juris Doctor degree or the equivalent thereof from an ABA or state accredited law school but is not on the Attorney scale shall receive an additional \$437 per month (\$5,250 per year).

Any employee who qualifies for more than one post-degree differential (i.e. someone with a post-grad degree and a JD) will be eligible only for one differential; whichever is the highest.

An Employee who is fluent in a language other than English and who regularly uses that language in the performance of their job duties, shall receive \$125/mo (\$1,500 per year) for oral proficiency and \$125/mo (\$1,500 per year) above their base pay for written proficiency. An employee can receive one or both differentials. Current employees who are fluent in a language other than English and who regularly use that language in performance of their job duties shall receive the differential. Employees newly hired to HAC shall be subject to the Employee's demonstrated competence to perform these duties, including passage of an oral or written test approved by the Employer, to determine eligibility for the bilingual differential.

Salary Setting Guidelines

New hires will be placed on the salary scale according to the below criteria and shall be placed at the Step that corresponds to the year in which they are gaining experience (i.e. 1 year + 1 month = Step 2).

An Employee hired for a non-Attorney (Outreach Team, Advocates, and Admin/Support Staff) position shall earn one (1) year experience credit for:

- Each year of work related to the work of the organization; each year of service working on SSI/SSDI applications and
- Every three (3) years of directly relevant experience gained prior to being employed by HAC and not otherwise included above.

This includes employees who are hired for an Advocate position who hold a JD degree but are not admitted into the Bar association (upon admission to the Bar Associations the employee will be reclassified as an Attorney). All applicable stipends and education differentials will be applied.

An Employee hired for an Attorney position must be currently admitted in a US Bar Association.

An Employee hired for an Attorney position shall earn one (1) year experience credits for:

- Each year of law practice, including time spent in preparation for one bar examination, following graduation from law school in a United States jurisdiction.
- Each year of service as a clerk to a state or federal judge prior to admission to a United States jurisdiction bar; each year of service working on SSI/SSDI applications prior to the admission to a United States jurisdiction bar and/or law school graduation
- Every one (1) years of international legal practice; and
- Every three (3) years of directly relevant experience gained prior to admission to a United States jurisdiction bar and/or law school graduation and not otherwise included above.

Employees advance to the next step on the pay scale at the start of the new fiscal year (July 1st). Anyone capped at the top of the corresponding wage scale will receive an annual 1% increase thereafter.

At completion of (3) years at HAC all employees will automatically move to Level II Status and receive an additional one-time 3% on top of their 2% step increase. Once on the Level II Status Scale for their classification, employees will receive a yearly 2% increase.

At completion of (5) years at HAC all employees become eligible for Senior Status. Once an employee is granted Senior Status (see Article X Senior Staff Attorney for more information regarding eligibility) employees will receive an additional one-time 3% on top of their 2% step increase. Once on the Senior Status scale for their classification, employees will receive a yearly 2% increase.

Prior to ratification, current employees will be placed on the appropriate step based on their current step and the new guidelines above. If there is disagreement about correct step placement, the employee, union, and HAC will meet and confer prior to ratification. All wage increases will be retroactive to 1 July 2022.