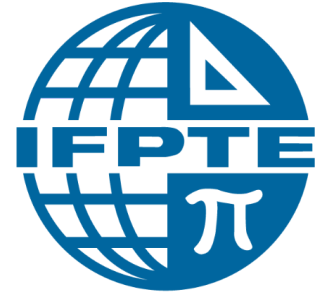




Engineers & Scientists of California

Local 20 IFPTE



HOMELESS ACTION CENTER

ESC SECURES DRAMATIC WAGE & BENEFITS IMPROVEMENTS IN TENTATIVE AGREEMENT

Bargaining Team Recommends “Yes” Vote

After over a year of bargaining and hard work, the HAC Bargaining Team has secured dramatic wage and benefit improvements in the tentative agreement. We recommend a “YES” vote.

Wage Increases

- ✓ **Increasing pay:** Increases across the board, in some cases up to 10k+. Salary increases will be retroactive to July 1, 2022
- ✓ **Steps:** Annual step increases of 2-3% every July up to 20 steps, with 1% increase every year after 20th step
- ✓ **COLAs:** Annual minimum 3% cost of living increase every July in addition to yearly step increase
- ✓ **Differentials** for advanced degrees (\$4,250 - \$5,250/year) and bilingual abilities (up to \$3,000/year)
- ✓ **Promotions and Professional Development** for all employees: Auto-progression to Level II Status with pay increase at 3 years, eligible for Senior Status with pay increase at 5 years
- ✓ **Credit for work experience prior to bar admission:** Every three years of relevant work experience prior to bar admission credited as one step on salary scale

Health & Welfare

- ✓ **Retirement:** 403(b) contribution of 4% of salary
- ✓ **Medical, Dental & Vision Insurance Coverage:** 100% Employer Paid
- ✓ **Dependent coverage:** 100% employer paid medical, vision, and dental coverage for children. 50-100% employer paid medical, vision, dental for domestic partners and spouses.
- ✓ \$150,000 in **Life Insurance & Long-term disability** insurance: 100% Employer Paid
- ✓ **Safety protocols** for offices, covid, and unsafe air days
- ✓ **DEIJ Committee:** Guaranteeing employees a voice in addressing issues of equity in the workplace and

in client relations.

- ✓ **Flexible work:** At least 2 days remote work per week

Job Security & Union Protections

- ✓ Employees cannot be disciplined or terminated without **just cause**
 - ✓ Should layoffs be necessary, employees will be entitled to severance
 - ✓ **Paid Union Leave:** union stewards will be paid their normal hourly rate when attending meetings or representing members
 - ✓ **Labor Management Committee**, comprised of representatives of the bargaining unit and management, will meet regularly to discuss and resolve issues
 - ✓ **Grievance Procedure** defines the process for enforcing members' contractual rights and provides for binding arbitration
-

QUESTIONS BEFORE YOU VOTE? COME TO OUR RATIFICATION MEETING

- ✓ Hear directly from the Bargaining Team
- ✓ Ask questions
- ✓ Thursday, 4/20 from 5:30-7pm

The complete text of the Tentative Agreement and the salary scale is available online at:

<https://ifpte20.org/hac-salary-scales/>

RATIFICATION VOTE

Your ESC Bargaining Team is recommending a “YES” vote. After almost two years of pushing for a contract that respects, rewards, and retains the HAC professionals who keep our organization running, the Bargaining Team feels this is a strong contract with many economic and other improvements that will benefit the lives of our members.

VOTE: Each bargaining unit employee will have an opportunity to vote via an electronic ballot between Friday, 4/21 and Tuesday, 4/25.

If HAC bargaining unit members vote to approve the Tentative Agreement the contract will go into effect immediately. If HAC bargaining unit members vote to reject the Tentative Agreement, we must return to the bargaining table to continue negotiations while current conditions remain in status quo and the benefits of this Tentative Agreement are not implemented.