

ESC SECURES MAJOR WAGE & BENEFITS IMPROVEMENTS IN TENTATIVE AGREEMENT



After over two years of bargaining and hard work, the Bargaining Team has secured major wage and benefit improvements despite the pandemic. This is an incredible achievement that represents the strength and unity of the ESC Local 20 membership.

Wage Increases

- ✓ **Moving Wages Closer to the Market:** Wage raised to market rates based on relevant sister organizations and salary floor moved to \$50,000
- ✓ **Salary increases:** Individual average salary increases of 15%
- ✓ **New Wage Scales:** New scales were created for Program Directors, Deputy Directors, and Paralegals/Accredited Reps
- ✓ **Review of Current Staff Experience:** Secured back pay and salary adjustments to individuals misplaced on their salary scale, resulting in a fairly applied, equitable pay structure for all

Workload Management & Comprehensive Leave Offerings

- ✓ **Accrual Caps:** Vacation accrual cap raised to 40 days; sick leave cap raised to 35 days.
- ✓ **Holidays:** Secured the most holidays out of any ESC contract, which includes two weeks of Winter Holiday, 4 Floating Holidays, May Day, Standard Federal Holidays (including Cesar Chavez Day & Indigenous Peoples' Day), and an ability to observe alternate holidays.
- ✓ **Work Week:** Maintained EBCLC's 35-hour workweek.
- ✓ **Sabbatical Leave:** After 5 years, employees may take an 8-week sabbatical leave (first 5 weeks fully paid) with an option to extend by two weeks and improved salary base calculation. Employees may also take a prorated amount of sabbatical leave at years 7 and 10.
- ✓ **Flexible work:** Employees may work alternative work schedules and telecommute.
- ✓ **Overtime:** Exempt staff who work more than 45 hours a week will receive hour-per-hour comp time off.
- ✓ **Workload and capacity:** Topics will be a regular part of check-ins with supervisors.
- ✓ **Meal breaks:** Penalty pay for missed breaks.
- ✓ **Paid Bar Study Leave:** New attorneys will now be entitled to twenty days of paid leave to study for the Bar.
- ✓ **School Activities Leave:** State law grants employees 40 hours of school activity leave per year. Now, non-exempt staff will have an additional seven hours of paid leave so they do not have to use vacation time to attend school events, to create parity with exempt staff.

Health & Wellbeing

- ✓ **Medical, Dental & Vision Insurance Coverage:** Locked in 100% employer-paid benefits for the life of the contract
- ✓ **Safety:** Employer will provide de-escalation protocols and training

Professional Development

- ✓ Paralegals and Accredited Reps will have a new salary scale and titles to reflect the key role they play in representing EBCLC clients
- ✓ Career ladder for staff to become “paralegals”
- ✓ Eligibility for “Senior” titles for employees after five years of tenure at EBCLC or seven years of cumulative job-related experience
- ✓ Annual holistic performance reviews

Job Security

- ✓ Employees cannot be disciplined or terminated without just cause and a fair and impartial Grievance Process if this is violated
- ✓ New issue resolution process
- ✓ Before any layoff process would begin, the employer must explore alternatives with the union. Any laid-off employees will be entitled to severance.

Strengthening Our Union

- ✓ **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, the LMC will meet every other month to discuss and resolve issues
- ✓ **Grievance Procedure:** Process for enforcing the agreed to terms of the contract and culminates with binding arbitration
- ✓ **Transparency:** EBCLC will provide its financial information on a biannual basis and will inform the unit of position vacancies and newly hired staff