

ESC SECURES DRAMATIC WAGE & BENEFITS IMPROVEMENTS IN TENTATIVE AGREEMENT



Bargaining Team Recommends “Yes” Vote

After a year of bargaining and hard work, the Bargaining Team has secured dramatic wage and benefit improvements in the tentative agreement. We recommend a “YES” vote. This is an incredible achievement that represents the strength and unity of the Local 20 membership.

Wage Increases

- ✓ **Equity:** New salary scale ensures that Centro employees with similar jobs and similar work experience make the same pay
- ✓ **Steps:** Annual step increases of \$1,000 annually on employees' anniversary date
- ✓ **COLAs:** Annual 2.25% cost of living increase in addition to step increases on the anniversary of contract ratification.
- ✓ Salary increases will be retroactive to July 1, 2018

Health & Welfare

- ✓ **Retirement:** 401(k) contribution of \$1,000 per year
- ✓ **Medical, Dental & Vision Insurance Coverage:** 100% Employer Paid
- ✓ \$150,000 in Life Insurance & Long-term disability insurance: 100% Employer Paid
- ✓ Commuter Check
- ✓ Centro will reimburse \$20 per month for use of personal electronic devices and up to \$50 per day for travel related expenses outside of the Bay Area

Vote Times and Locations

Friday, March 15th
12 noon at 3022
5:00 at 3400.

Ballots must be returned at that time to be counted.

Hours of Work & Paid Time Off

- ✓ **Accrual Caps:** Vacation accrual cap raises to 30 days; sick leave cap raises to 20 days
- ✓ **Sick Leave:** Increases accrual to 1 day per month; new health leave donation program allows employees to donate sick leave to colleagues in need
- ✓ **Sabbatical Leave:** After 5 years at Centro employees may take an 8-week sabbatical leave. The first 3 weeks are fully paid
- ✓ **Overtime:** Creates a process for hourly employees to seek relief from required overtime; Exempt staff who work in excess of 45 hours a week will be receive hour-per-hour comp time off
- ✓ **Workload and capacity** will be a regular part of check-ins with supervisors

Job Security

- ✓ Employees cannot be disciplined or terminated without just cause
- ✓ Should layoffs be necessary, 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, will meet every other month to discuss and resolve issues
- ✓ **Grievance Procedure** defines the process for enforcing members' contractual rights and provides for binding arbitration

QUESTIONS BEFORE YOU VOTE? VISIT OFFICE HOURS

- ✓ Hear directly from the Bargaining Team
- ✓ Ask questions
- ✓ Review your placement on the proposed salary scale

The complete text of the Tentative Agreement and the salary scale is available online at:
<https://www.ifpte20.org/centro-2019-ta/>

RATIFICATION MEETING & VOTE

Your ESC Bargaining Team is recommending a “YES” vote. After a year of pushing for a contract that respects, rewards, and retains the Centro 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 Friday, March 15th: Each bargaining unit employee will have an opportunity to vote in person on Friday, March 15th at noon at 3022; and at 5:00 at 3400. Ballots must be returned at that time to be counted.

If Centro bargaining unit members vote to approve the Tentative Agreement the contract will go into effect immediately. If Centro 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.



**Engineers & Scientists
of California**
Local 20 IFPTE

