



Engineers & Scientists of California

Local 20, IFPTE AFL-CIO/CLC
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AGREEMENT TO EXTEND CONTRACT between CENTRO LEGAL and ENGINEERS AND SCIENTISTS, LOCAL 20

This letter confirms an agreement to extend the Agreement Between Centro Legal and Engineers and Scientists of California, IFPTE Local 20 ("Union"). The agreement will be extended for one year and will expire on March 15, 2022.

In conjunction with this extension, the parties have agreed to a general wage increase of 2.25% for all bargaining unit members. The wage increase will be applied on March 15, 2021.

In addition to the wage increase, the parties have agreed to the following changes to the contract:

1. Centro will observe two additional holidays, Juneteenth and Indigenous Peoples Day, and will no longer observe Veteran's Day.
2. Centro Legal will institutionalize one (1) paid wellness day per month for the length of this agreement. Centro is committed to provide ongoing organizational training to all staff and management on wellness and trauma-informed approaches, and will update Centro's organizational policy to reflect this commitment. Centro will institutionalize a wellness goal in the performance evaluation process as a point of conversation. However, this goal will not be scored by the supervisor.
3. Employees who have worked at Centro for at least three years (or who have equivalent experience) and meet the following criteria, as determined by management, shall be granted senior status:
 - Candidate works independently, with minimal supervision, in carrying out all core job duties;
 - Candidate is willing and able to mentor and train other staff;
 - Candidate shows initiative and leadership in advancing Centro's mission and organizational culture;
 - Candidate has demonstrated the expertise and capacity to take on an increased and/or more complex workload;
 - Candidate demonstrates ownership of and accountability for deliverables;
 - Candidate applies themselves to development opportunities;
 - Candidate has at least three years experience in their current role at Centro, or equivalent experience;
 - For internal candidates, candidate has satisfactory job performance as evidenced by all of the following:
 - the last performance evaluation was not "improvement needed";
 - the absence of written warnings during the prior 12 months in the candidate's personnel file; and

- o references from the candidate's immediate supervisor or, when applicable, supervisees, and references from others at Centro Legal who have worked with the candidate.

During employees' performance evaluations and periodically during check-ins, the supervisor shall review these criteria and provide feedback about whether the employee is on track to meet them or, if not, what steps they can take to meet them.

4. Automatic title change for Intake staff, no pay raise apart from COLA or senior status, as applicable:
1. Year one: Intake Specialist
 2. Year two: Program Intake Administrator

The parties agree to finalize salary placement guidelines and will work together to develop guidelines around staff participation in Centro committees and remote work policies after the pandemic.

This letter is tentative until approved by the Centro Legal Board and ratified by ESC membership.

The Union is in agreement

The employer is in agreement

March 24, 2021, 2021

March 25, 2021, 2021

By: Nancy Martinez
Nancy Martinez

By: Theresa Gonzales
Theresa Gonzales

By: Susan Beaty
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By: Linda Shipley
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