

COLLECTIVE BARGAINING AGREEMENT

between the

**Legal Services Staff Association
National Organization of Legal Services Workers
International Union UAW, Local 2320, AFL-CIO**

and

Legal Services for New York City

July 1, 2003 to June 30, 2006

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COLLECTIVE BARGAINING AGREEMENT dated as of this 15th day of October, 2003 by and between the LEGAL SERVICES STAFF ASSOCIATION, National Organization of Legal Services Workers, International Union, UAW, Local 2320, AFL-CIO, (the "Union") and LEGAL SERVICES FOR NEW YORK CITY (LSNY) and THE DELEGATE CORPORATIONS OF LSNY and any other PROGRAM, DIVISION, or PROJECT administered by LSNY (LSNY, Constitutive Corporations (CC) and the Other Programs, Divisions or Projects being hereinafter referred to as the "Employer"), effective as of and retroactive to *July 1, 2003*, DECLARE:

1.0 THE UNION/MANAGEMENT RELATION

1.1 Union Recognition

The Employer hereby recognizes the Union as the sole and exclusive bargaining representative of employees of the Employer listed in the classifications described in the Office of Collective Bargaining Decision No. 46-47 (Docket Nos. RU-340-72, RE-25-73 and RE-70-74) dated September 9, 1974 supplementing Decision No. 85-73, dated October 29, 1973, as follows: Reginald Heber Smith Fellows, Senior Social Worker, Social Worker, Senior Attorney, Staff Attorney, Legal Services Assistant, Investigator, Staff Secretary, Executive Secretary, Clerk Messenger, Community Aide, Coordinating Attorney, Law Student paid 100% from LSNY budget, Assistant Bookkeeper, Maintenance Person, Switchboard Operator, Receptionist, Law Graduate, Food Law Training Coordinator, Process Server, Food Law Research Coordinator, Intake Officer, Mailroom Specialist. Some of these titles were not part of the OCB ruling but were subsequently added by mutual agreement of the parties. All Unit Director classifications originally certified as Union lines, have subsequently been removed from the unit on consent. Any additional titles created during the term of the Agreement shall be represented by the Union, if appropriate.

1.2 New Programs

Furthermore, any employees of newly created or affiliated programs, divisions or projects shall be accreted to the unit and such program, division or project, shall be considered an Employee for all purposes, subject to the following: The parties shall meet to determine whether these entities and their employees shall be subject to the terms of this Agreement in light of applicable labor law. If there is no agreement between the parties and the matter is submitted to arbitration, the arbitrator shall be bound by applicable labor law.

1.3 Employees of New Programs

Any employee of newly created or affiliated delegate corporations shall be accreted to the unit and such corporation shall be considered an Employer for all purposes.

1.4 LSC Communications

The Employer will provide copies to the Union of all non-confidential communications from the Legal Services Corporation which are distributed to all Legal Services Corporation grantees nationally, except for communications which appear in the Federal Register.

1.5 Non-Managerial, Non-Union Workers

(A) The parties recognize that the presence of large numbers of non-managerial, non-Union workers undermines the proper role of the Collective Bargaining

Agreement, thus the Employer agrees not to allow such workers to work in such numbers as will undermine the Collective Bargaining Agreement.

- (B) Grievances regarding this **Section 1.5** may only be initiated by the Union delegate or by a member of the Union's Executive Committee.

1.6 Labor Management Committee

(A) Establishment

The Employer and the Union, having recognized that cooperation between management and employees is indispensable to the accomplishment of sound and harmonious labor relations, shall establish a Labor-Management Committee.

(B) Mandate

The committee shall consider and recommend changes in the terms and conditions of the employment of the employees who are covered by this Agreement. Matters subject to the grievance procedure shall not be appropriate items for consideration by the Labor-Management Committee.

(C) Composition

The committee shall consist of six (6) members who shall serve for the term of this Agreement. The Union shall designate three (3) members and the Employer shall designate three (3) members. Vacancies shall be filled by the appointing party for the balance of the term to be served. Each member may designate one alternate. The committee shall select a chairperson from among its members at each meeting. The Chair for each meeting shall alternate between members designated by the Employer and the members designated by the Union. Committee recommendations shall be reduced to writing for submission to the Employer and the Union.

(D) Meetings

The Committee shall meet at the call of either the Union members or the Employer members at times agreeable to both parties. At least one (1) week in advance of a meeting, the party calling the meeting shall provide to the other party a written agenda of matters to be discussed. Minutes shall be kept and copies supplied to all members of the Committee and to the Executive Director of LSNY and the President of the Union.

1.7 Bulletin Boards

The Employer shall make available to the Union reasonable space for the Union to place a bulletin board in each office. All notices placed on these boards by the Union shall be on Union stationery and shall be used only to notify employees of matters pertaining to Union affairs.

1.8 Use of Employer Facilities

Upon request to the responsible official in charge of a work location, the Union may use Employer's premises for meetings, consistent with this contract, but such meetings may only be held during employee's lunch hours and non-working hours, subject to availability of appropriate space, and must not unreasonably interfere with Employer business. Such notice should be at least twenty-four (24) hours in advance, when possible.

1.9 Release Time

- (A)
1. Union delegates in each office may use reasonable work time for contract administration and grievance processing. A designated member of the Union Executive Committee may substitute for the office delegate to process individual grievances. Necessary parties shall be released from work for attendance at arbitration or contractual committee sessions scheduled during work hours.
 2. In order for all employees to attend shop meetings held on site during lunch hour, the Employer agrees to cover reception, upon 24 hours notice, for no more than one shop meeting per month. Except in emergency situations, it is understood that such shop meetings will be arranged with maximum notice to the Employer.
 3. All other Union activity shall be during non-working time, except seven (7) members may be designated by the Union as its Negotiating Committee and may use reasonable work hours for contract preparation and negotiations.
- (B) The Union President shall be given and shall take five (5) days release time per week. The Employer will pay for the benefits and three days of wages per week of the Union President's salary.

1.10 No Strikes

Neither the Union or any employee shall induce or engage in any strikes, slowdowns, work stoppages, mass absenteeism, or induce any mass resignations during the term of this Agreement.

1.11 No Lockouts

The Employer shall not lock out its employees during the term of this Agreement.

1.12 Agency Shop

It shall be a condition of employment under this Agreement that all employees covered hereunder shall be members of the Union in good standing, except that if a person chooses not to join the Union, he/she shall pay registration and agency fees to the Union in such amounts as the Union may prescribe. In no event shall the registration or agency fee exceed, respectively, the initiation fees or dues required of Union Members.

2.0 CHECK-OFFS/DEDUCTIONS

2.1 Dues/Fees

(A) Deduction

Upon written authorization from the employee affected, the fiscal department of LSNY shall deduct from the wages of each employee covered by this Agreement, all such fees and dues as are prescribed by the Union (see Appendix B attached).

(B) Termination for Failure to Pay

If, within thirty (30) days of employment, an employee fails to be a member in good standing of the Union or fails to pay a registration fee or to commence paying agency fees as stated in **Section 1.12** above, the Employer, upon request by the Union, shall discharge said employee. Upon subsequent failure to maintain membership in good standing or to pay agency fees, the Employer, upon request by the Union, shall discharge said employee.

(C) Opportunity to Pay

If an employee pays the requisite dues or fees within five (5) days of receiving notice of termination pursuant to **Section 2.1(B)**, the termination shall be rescinded.

(D) Remission to Union

The Employer shall remit monthly to the Union all Union dues and fees collected pursuant to this Article, no later than five (5) days after receipt by the Employer from its payroll data processing contractor of a statement of the amount withheld from the prior month's payroll checks pursuant to this article.

(E) Suspension During Unpaid Leave

During any period of unpaid leave of absence, these provisions shall be suspended.

2.2 Liability Arising from Enforcement

The Union shall indemnify and hold the Employer harmless against liability or economic loss that shall arise out of or by reason of action taken by the Employer, which action was requested by the Union under the provisions of this article.

Nonetheless, the Union shall have no obligation to indemnify the Employer if the Employer:

- (A)** fails to notify the Union within ten (10) business days of any suit brought or claim made against the Employer as a result of the operation of this article; or
- (B)** confesses judgment or settles any such claim without the Union's consent; or
- (C)** fails to appear or defend in good faith any suit brought as a result of the operation of this article.

2.3 Credit Union Deductions

The Employer shall deduct such Credit Union payments as authorized in writing by the employee and shall forward said payments to the District 65 Family Federal Credit Union at the time of payment of the employee's paycheck.

2.4 UAW V-CAP

- (A) The Employer agrees to deduct from the pay of each employee voluntary contributions to UAW V-CAP, provided that such employee executed or has executed the following "Authorization for Assignment and Checkoff of Contributions to UAW V-CAP" (hereinafter "V-CAP form") (see, Appendix C). The Employer will continue to deduct the voluntary contributions to UAW V-CAP from the pay of each employee for whom it has on file an unrevoked V-CAP form.
- (B) Deductions shall be made only in accordance with the provisions of, and in the amounts designated in, said V-CAP form together with the provisions of this section of the Agreement.
- (C) A properly executed copy of the V-CAP form for each employee for whom voluntary contributions to UAW V-CAP are to be deducted shall be delivered to the Employer before any such deductions are made, except as to employees whose authorizations have heretofore been delivered. Deductions shall be made thereafter, only under applicable V-CAP forms which have been properly executed and are in effect.
- (D) Deductions shall be made pursuant to the forms received by the Employer, from the employee's first Union dues period in the first month following receipt of the V-CAP form and shall continue until the V-CAP form is revoked in writing.
- (E) The Employer agrees to remit said deductions promptly to "UAW V-CAP", care of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW). The Employer further agrees to furnish UAW V-CAP with the names and addresses of those employees for whom deductions have been made. The Employer further agrees to furnish UAW V-CAP with a monthly and year-to-date report of each employee's deductions. This information shall be furnished along with each remittance.

3.0 RIGHTS OF TEMPORARY, PERMANENT & STUDENT WORKERS

3.1 Temporary Employees

- (A) A temporary employee who works fourteen (14) or more hours per week shall be deemed an employee within the meaning of this Agreement, entitled to all the benefits and subject to all the burdens thereof, after having worked three (3) months or if the employee has been hired with the expectation of his/her being employed at least three months, except that termination of his/her employment at the end of the period for which he/she has been hired shall not be grievable. The Employer recognizes the Union's concern that hiring large numbers of temporary employees tends to undercut the proper role of this Collective Bargaining Agreement. The Union recognizes the Employer's need to hire temporaries in

individual cases and in circumstances such as grants of funds for limited duration and funds that will not recur. Based upon these mutual recognitions the Employer agrees not to hire temporaries in such numbers as will undermine the Collective Bargaining Agreement.

- (B) A temporary employee employed for less than three (3) months shall have a probationary period equal to the term of employment. Temporary employees employed for three (3) months or longer, shall have the normal probationary period for the classification.

A temporary employee shall be defined as one:

1. Replacing an employee on a leave of absence; or
2. Hired for a period of not more than twelve (12) months; or
3. Hired on a line, the grant for which has not been renewed at least once for at least twelve (12) months.

Any current or newly hired employee not covered by the above definition shall be classified as a permanent employee.

- (C) In the event that a temporary worker is hired, the Personnel Action Form for the hiring of that temporary worker must reflect the reason for which that worker was hired and the rate at which that worker was hired.
- (D) Before a temporary employee is hired as a permanent worker, the permanent position shall be posted in accordance with § 17.9 of the Contract.

3.2 Permanent Employees

A permanent employee who works fourteen (14) or more hours per week, is entitled to all benefits, including but not limited to, prorated sick and annual leave and all health benefits not precluded by the contract with health insurance carriers.

3.3 Law Students

Law Student employees paid 100% out of LSNY's budget shall receive sick leave and those health benefits not precluded by the contract with the health carriers. They shall not accrue annual leave.

3.4 Temporary Agency Workers

No collective bargaining unit position may be filled by a person(s) placed in a program from a temporary employment agency for a period of more than six (6) weeks except where the person(s) is filling in for an employee who is on a leave from which the employee is expected to return. Under this exception the maximum amount of time temporary employment agency work may be used is four months.

4.0 HOURS AND DAYS OF WORK

4.1 Overtime/Compensatory Time Generally

Employees eligible for overtime, who work in excess of thirty-five (35) hours per week from Monday to Friday, shall be entitled to compensatory time off at the rate of one and one half (1 ½) hours off for each hour of overtime worked beyond thirty-five hours. Bargaining unit members shall be paid overtime as per the requirements of law. It is understood that employees who are not eligible for overtime may work extended hours. In light of this, consideration will be given to requests for adjustment of hours in a work day.

For the purpose of scheduling time off, Compensatory Time shall be deemed the same as annual leave and subject to the same terms as provided in § 6.2(A). Compensatory time should be taken within 12 months of the date it is accrued, but the time to take the compensatory time can, for good cause, be extended for an additional six months.

4.2 Overtime; Prior Approval

Prior approval to work overtime must be obtained from the employee's Project Director or Managing Attorney or a person authorized by them to grant such prior approval. Such approval shall not be unreasonably withheld.

4.3 Attorney Caseloads

- (A) The parties wish to insure that attorneys zealously represent as many clients as reasonably possible consistent with their obligation to act in accordance with the Code of Professional Responsibility and the program's commitment to provide high quality legal services. In accordance with this principle, if more than forty (40) active cases are assigned to an attorney at one time, the employer will, in a grievance, have the burden of showing that the attorney can handle those cases competently. If fewer than forty (40) cases are assigned to an attorney at one time, the attorney shall, in a grievance, have the burden of showing that the attorney has too many active cases to allow the attorney to handle those cases competently. It is acknowledged that all attorneys have inactive cases and may have a variety of other responsibilities.
- (B) Factors to be considered in applying the above standard shall include, but not be limited to, other responsibilities assigned to the attorney besides handling active cases, the number of hours the attorney reasonably spends handling his/her cases, the amount of work reasonably required in particular cases depending on their nature and complexity, and the usual amount of time other attorneys in the legal services program, citywide, spend handling their responsibilities.
- (C) Active cases are defined as cases that require:
1. a court or administrative hearing appearance within one month for which meaningful preparations are necessary, or
 2. investigation, fact gathering, research, discovery, negotiations or legal writing within one month, or
 3. preparation of applications, letters, or other form of advocacy to secure a government benefit.

- (D) The following activities are not to be considered meaningful so as to define a case as active:
 - 1. sporadic contacts with clients, adversaries, or
 - 2. timekeeping, statistical record keeping or case review responsibilities.
- (E) An individual attorney's willingness to handle more than forty (40) active cases shall not set a precedent for himself/herself or other attorneys.
- (F) § 8.2(F) shall govern any caseload grievance.

4.4 Compensatory Time

(A) Accumulation

Accumulated compensatory time off may not exceed thirty-five (35) hours, and may be limited to less in the discretion of the employee's Project Director or Managing Attorney. Any accumulation in excess of that amount will be forfeited.

(B) Prior Approval

No compensatory time off may be taken without the prior approval of the employee's Project Director or Managing Attorney, who shall be given at least twenty-four (24) hours advance notice. Such approval shall not be unreasonably withheld.

(C) Accumulation Not to Be Sold

No employee may be paid for accumulated compensatory time.

(D) Accumulation at Termination

Upon termination, an employee will forfeit all accrued compensatory time.

(E) Not for Lunch Hour

Lunch hours may not be shortened in order to earn compensatory time, or unless the Project Director or Managing Attorney agrees otherwise, to shorten the working day.

4.5 Arrival Time; Grace Period

There shall be a minimum grace period for arrival in the office of ten (10) minutes per day in each office. Extension of such grace period on an office by office basis shall be allowed in the discretion of the Project Director or Managing Attorney. It is recognized that the grace period is not a reduction of the work week.

4.6 Part-time Work Schedules for people 65 and over

Requests to reduce hours to 21 hours per week from Employees who are 65 years old or older and who have worked for LSNY for 25 years or more will only be denied because of office or program needs. Permission for and rescission of a part-time work schedule shall be in the discretion of the Project Director subject to the limitation regarding program need and shall not be arbitrable. However, if a Project Director determines, based on office or program needs that the part time schedule should be rescinded, the affected employee will be given no less than one month's notice of the date the employee is expected to return to full-time work. If the employee declines the full-time position, the employee will have the option of accepting a lay-off with recall rights and no

retirement benefits under §5.8 or of accepting a lay-off with no recall rights and with retirement benefits under §5.8.

4.7 Holidays

(A) List of Holidays

Employees shall be entitled to the following holidays with pay:

New Year's Day

Martin Luther King Day

Lincoln's Birthday

Washington's Birthday

Memorial Day

Independence Day

Labor Day

Columbus Day

Election Day (Tues. after 1st Mon. in Nov.)

Veterans Day

Thanksgiving Day & Friday immediately following

Christmas Day

(B) Holidays Falling on Weekends

Holidays that fall on a Saturday will be scheduled for the previous Friday and those that fall on a Sunday will be scheduled for the following Monday.

(C) New York State Dates

When a holiday is celebrated on different dates by the federal and state governments, the holiday will be celebrated on the date fixed by the state.

(D) Holiday Court Appearances

An employee who must make a Court appearance on one of the days enumerated in § 4.7 shall receive an additional leave day in its place. Said day shall not be added to accrued annual leave.

(E) Annual Notice of Dates

On or before January 1 of each year, the Employer shall notify all employees of the date on which the enumerated holidays will fall in that calendar year.

4.8 Alteration of Timesheets/Deductions in Pay

The Employer shall give written notice to the employee of any alteration of the employee's timesheet within three (3) days after making the alteration, except if such alteration will result in a reduction of pay. In such cases, the Employer shall give the employee ten (10) days written notice prior to the alteration taking effect.

5.0 ECONOMIC BENEFITS

5.1 Continuity of Benefits

The length of service and all benefits flowing there from of an employee who moves between delegate corporations or between LSNY Central Administration and a delegate corporation shall not be impaired by such a move.

5.2 Insurance Coverage

- (A) The present insurance coverage currently provided by the Employer is the following:
1. CIGNA HealthCare PPO (Policy No. 2367880) which is a group medical/hospitalization plan providing both in-network and out-of-network benefits such as:
 - (a) In network co-payments of \$20;
 - (c) Employee deductibles for out-of network expenses to \$200 per individual and \$400 per family;
 - (d) Co-insurance for out-of-network expenses to 80% of the first \$3,000 and 100% thereafter;
 - (e) A prescription drug card benefit which enables employees to purchase prescription drugs at a cost of \$10.00 for generic drugs and \$15.00 for name brands, with no maximum limit.
 2. Health Maintenance Organizations providing only in-network benefits. As an alternative to the CIGNA major medical/hospitalization plan, coverage is available through HIP (Policy No. 3738) or EMPIRE BlueCross/BlueShield (Policy No. 234157 TOO). As mentioned above, these plans require employee to use in-network doctors and in-network hospitals. You are responsible for any out-of-network charges you incur.
 3. Guardian Life Ins. Company underwrites our dental plan (Policy No. 291131). There are both in-network and out-of-network providers. The annual maximum for benefits is \$1,500.
 4. Life Insurance (Policy No. Life – GL 131452) and Accidental Death and Dismemberment coverage (Policy No. VAR 201591) are offered by First Reliance Standard Life Insurance Company. The carrier may change within each three-year period but the terms remain the same. The life benefit pays one-and-one-half times your annual salary to a maximum of \$100,000. The benefit reduces at age 65. The AD&D benefit pays one-and-one-half times your annual salary to a maximum of \$100,000. This benefit reduces at age 70.
 5. Short Term Disability is covered by Security Mutual Life Insurance Company (Policy No. GNY40015). All claims must be filed within 30 days of the onset of the disability. The plan does not exceed 26 weeks of paid benefits in a 52 week period. The carrier may change within the three-year contract period, but the terms remain the same.
 6. Long Term Disability coverage is carried by First Reliance Standard Life Insurance Co. (Account No. 108694). Eligibility begins after 180 consecutive days of total disability. Maximum total benefit is 60% of monthly earnings up to a maximum of \$6,000 per month.
 7. LSNY will arrange to provide educational material to all employees on the availability of the TELDRUG plan, which provides cost savings for mail-order prescription drugs that are used on a regular basis within CIGNA. Empire BlueCross/BlueShield provides ADVANCE RX and HIP provides HIP MAIL ORDER PHARMACY.
- (B) The Employer shall provide insurance coverage for the domestic partner of an employee, as well as the legal dependents if such coverage is available for

dependents, of such domestic partner. Such coverage shall be provided as soon as it is offered by the carrier.

- (C) All premiums shall be paid by the Employer, except as provided by § 6.8(C) below.
- (D) Employees shall submit their insurance claims directly to the appropriate insurance carrier. The Employer shall provide each office with appropriate claim forms and other information necessary to process such claims and shall arrange for at least two (2) visits per year by the Employer's health administrator or consultant to each office to explain and answer questions about health coverage, procedures for payment and any other relevant topics.
- (E) In the event of unilateral changes by the carrier, the Employer and the Union shall negotiate and agree upon appropriate alterations in coverage.

5.3 Pension

Effective July 1, 2003, the Employer shall contribute 6.25% of gross pay to the tax-deferred annuity plan. Effective July 1, 2004, the Employer shall contribute 6.5% of gross pay to the tax-deferred annuity plan. Effective July 1, 2005, the Employer shall contribute 7% of gross pay to the tax-deferred annuity plan.

5.4 Educational Loan Reimbursement

LSNY shall establish a fund to assist attorneys with law school debt and social workers with graduate school of social work debt. Benefits provided under this fund will be determined based on household income and assets in the fund and will be contingent upon fulfillment of term-of-employment obligations that will be determined. LSNY will establish a Union-Management Committee to make recommendations for an appropriate mechanism for administration of this fund. LSNY will provide a minimum of \$60,000 for the fund, with benefits to be available for the period from January 1, 2005 through June 30, 2006.

5.5 Education Fund

- (A) Effective January 1, 1985, the Employer agrees to contribute one-half of one percent (.5%) of the gross pay of Legal Workers to the UAW Education Funds for the purpose of enabling employees to pursue their educational goals and for such other educational and training endeavors as shall be undertaken by the Union and the Employer for the benefit of the employees and the Employer.
- (B) This provision shall expire on June 30, 2006, unless expressly renewed or renegotiated by the parties. The parties shall meet to discuss this provision and its utilization at least 120 days prior to the expiration date. In the event the UAW Education Fund ceases to exist or the college program it administers ceases operation, the Employer and the Union shall meet to negotiate a new arrangement for the Employer's Education Fund contributions. The new arrangement shall not result in the diminution of the contribution paid on behalf of legal worker employees.

5.6 Malpractice Insurance

The Employer shall maintain for the employees standard malpractice and liability insurance of the scope provided by NLADA. The Employer agrees to pay any deductible required under the malpractice insurance policy and will not seek contribution from any employee regarding such deductible. Eligibility for coverage for the benefits shall not be more restricted than it was at this date. The Employer will notify the Union in advance of any changes in benefits or eligibility proposed by NLADA of which the Employer has received notice from NLADA. The Employer’s failure to provide such notice shall not create any rights or impose any restrictions or liabilities.

5.7 Salary Conversion Plan

The Employer shall establish a Salary Conversion Plan which shall facilitate the establishment of employee spending accounts to the extent permissible by law. The plan will be operational January 1, 1994.

5.8 Retirement Payment

Employees with 25 or more total years of service in the program, and who commenced working for LSNY prior to January 1, 1980, who give two months’ notice of intent to retire, shall be provided the equivalent of 7 percent of annual salary, or \$4,000, whichever is greater, at date of termination.

6.0 LEAVES OF ABSENCE

See also, Paragraph 13.7(C)

6.1 Accrual of Annual Leave

(A) Generally

Annual Leave shall accumulate on the first day of each month as follows:

Year of Employment	Total Days	Month of Employment
		123456789101112
1st	23	122222222 2 2 2
Thereafter	28	322322322 3 2 2

During the month in which an employee terminates, he/she shall receive a prorated number of days based upon days worked in that month.

(B) Cumulative

1. Annual leave shall be cumulative. There shall be no limitation on accrual, except as outlined in § 6.3 (C) below.
2. During December and June, the Employer will prepare and distribute to each employee a statement of how many accumulated annual leave days the employee will have at the end of that month.

(C) Basis

Annual leave shall accumulate on the basis of days worked or while on paid leave other than terminal leave.

- (D) **Holiday During Leave**
If a paid holiday falls while an employee is on annual leave, that day will not be deducted from the employee's accrued annual leave.
- (E) **New Employees**
An Employee begins to accrue Annual Leave on the first day of his/her employment, but new employees shall not be entitled to use Annual Leave until they have completed their probationary period of employment or have been employed for three (3) months, whichever is shorter. During this initial period, however, a new employee may, upon appropriate prior notice to the Project Director or Managing Attorney, borrow up to two (2) days of leave from the accumulated leave that will be available at the end of the initial period.
- (F) Law Students employed full-time during the summer shall not accrue annual leave.

6.2 Scheduling of Annual Leave

See also, § 17.1(C)

- (A) **Approval**
Annual leave is to be scheduled subject to the approval of the Project Director or Managing Attorney of the office in which the employee is employed. Annual leave scheduling requests shall be responded to expeditiously and shall not be unreasonably denied.
- (B) **Number of Consecutive Days**
If the employee so requests, at least twenty (20) annual leave days may be used consecutively.
- (C) **Conflicts**
In the event of a conflict in the vacation preferences of two employees, intra-office seniority shall govern.
- (D) **Personal Days**
During each year of employment, up to seven (7) days of annual leave may be taken without notice, although notice should be given, where possible, of the intent to use any annual leave days.
- (E) **Conversion to Sick Leave**
Upon employee's request, accrued annual leave shall be converted to sick leave in case of serious documented illness.

6.3 Payments for Leave Days

Payments of accumulated annual leave days prior to a vacation or upon termination of employment will be made in the following manner:

- (A) An employee who is discharged shall be paid for all accumulated annual leave on the date of the employee's termination, or as soon thereafter as final time records can be received and processed by the LSNY fiscal department.

- (B) An employee who resigns may receive payment for all accumulated annual leave on the date of the employee's termination if a request for such a payment is made to the LSNY fiscal department at least two (2) weeks prior to termination.
- (C) Notwithstanding the above:
 1. No employee will be paid for more than forty (40) accumulated annual leave days during the period beginning one (1) month prior to resignation and continuing subsequent thereto. All days above forty (40) will be forfeited.
 2. No employee will be paid for more than forty (40) accumulated annual leave days upon termination, other than resignation. All days above forty (40) will be forfeited.
 3. No person employed for less than three (3) months shall be paid for any accumulated annual leave days (any days borrowed during this initial period shall be recouped from the last payroll check).

(D) **Accumulated Sick Leave upon termination of long-term employment**

After 20 years of services, and upon termination of employment for any reason, an employee shall be paid the equivalent of one day of pay for each 5 days of sick leave accrued after the date of the signing of this agreement. Sick days accrued by affected employees prior to that date shall be credited at the rate of one day for each 20 days of accrued sick leave. The maximum to be paid under this provision is 45 days. Sick time taken shall be on a first in first out basis.

- (E) Upon two (2) weeks prior request, checks prepared pursuant to this § 6.3(D) will be prepared, where permissible by law, to preserve a tax with-holding percentage consistent with the percentage applicable to the employee's regular pay check.

(F) **Vacation Leave to Estate**

Upon death of employee, the Employer shall pay administrator or executor of employee's estate the value of the all accrued vacation leave to which the employee would have been entitled, subject to the 40-day limitation.

6.4 Sick Leave

- (A)
 1. Annual sick leave shall be taken only for personal illness or when needed to care for a child, spouse, domestic partner or parent who has a serious health condition.
 2. Employees may take up to twelve (12) weeks unpaid leave for a serious health condition that makes the employee unable to perform their job or when needed to care for a child, spouse, domestic partner or parent who has a serious health condition. Any said sick leave taken pursuant to **Paragraph (A)(1)** of this section shall count against the twelve (12) week leave described in this paragraph.
 3. Any medically necessary leave taken pursuant to **Paragraph (A)(2)** above, may be on a reduced schedule or intermittent basis, provided that the employee must attempt to schedule such leave so as not to disrupt the

Employer's operations. Reduced schedule leave refers to a reduction in the usual number of scheduled work hours per week or per day.

Intermittent leave refers to leaves taken in separate blocks of time due to a single illness or injury, rather than for a continuous period of time.

- (B) An employee is entitled to eighteen (18) sick days annually, which shall accrue at one and one-half (1 1/2) days per month.
- (C) Either the Executive Director of LSNY, or the Project Director, or the Managing Attorney may request documentation of an illness.
- (D) Employees will receive reports of the amount of accrued sick leave as of December and June.
- (E) Sick leave is cumulative.
- (F) Upon separation, an employee shall forfeit all accumulated sick leave, except as provided in § 6.3(D) above.
- (G)
 - 1. An employee who is unable to work because of illness or disability and who has no remaining accumulated sick leave may use accumulated annual leave days in accordance with the usual procedure for annual leave.
 - 2. If an employee has used all accumulated sick leave (and annual leave if he/she chooses to use it), additional sick leave days may be obtained as follows:
 - (a) If the employee has been employed for two (2) full years or more, the Employer will loan up to ten (10) days of sick leave to the employee upon request.
 - (b) If the employee has been employed for less than two (2) years, or has already been loaned ten (10) days pursuant to § 6.4 (G)(2)(a) above, additional sick leave days may be loaned in the discretion of the Executive Director or the Project Director.
 - (c) All loans of sick leave shall be confirmed in writing, signed by the employee and the Employer, with a copy mailed to the LSNY fiscal department;
 - (d) All loans of sick leave shall be repaid by application to the loan of all sick leave accumulated by the employee after the loan, until the loan is extinguished. Any outstanding loans at the time of termination shall be recouped from the last payroll check.
- (H) Unless a definite duration of his/her absence has been established or unless other arrangements have been made with the Project Director or Managing Attorney regarding the absence, an employee absent due to illness shall call in each day of his/her absence.
- (I) An employee who is unable to work due to illness or other disability and receives sick or annual leave pay for more than five (5) consecutive days shall prepare and submit a claim for short-term disability benefits for the benefit of the Employer.

6.5 Bereavement Leave

- (A) An employee who suffers the death of a spouse or domestic partner, parent, step-parent, sibling, child, step-child, grandparent, grandchild, spouse or domestic partner of a child or stepchild, parent of a spouse or parent of a domestic partner, or live-in mate or non-traditional family member with whom the employee shared an emotional commitment and interdependence, shall be entitled to five (5) days' leave of absence with pay.
- (B) An employee who suffers the death of an uncle, aunt, niece, nephew or member of the same household, shall be entitled to one (1) day's leave with pay if the death does not require travel outside the metropolitan area, or two (2) days if it does require such travel.
- (C) An employee who wishes to extend bereavement leave under 6.5(A) or (B) beyond the days provided in the contract for bereavement leave, may use up to two days of annual leave to extend bereavement leave without using any personal leave days.

6.6 Election Day

Upon notice, an employee will be given two (2) hours off to vote during a primary or general election unless he/she has the full day off as a holiday (see § 4.7 (A)).

6.7 Jury Duty

- (A) An employee who is required to perform jury duty shall receive full pay.
- (B) Any compensation received by the employee as a result of jury duty (excluding transportation and meals) during this period shall be surrendered to the Project Director or Managing Attorney.

6.8 Unpaid Leaves

(A) Discretionary Leaves

1. Upon request, a Project Director may grant an employee a leave of absence without pay at any time. If the leave is granted, a date shall be set for the end of the leave, and the employee shall have a right to return to employment on that date. However, if the employee's line is vacant, he/she may return on an earlier date. If return on the prearranged date is impossible, and reasonable notice is given, the employee may return to work up to two (2) weeks later.
2. Approval of requests for discretionary leaves of absence shall not be unreasonably withheld. It is understood that one ground for refusal to grant discretionary leave may be staffing problems in the employee's office, but not the fact that all legal services offices need additional staff.

(B) Leaves of Right

See also, § 17.1(B) and 17.1(C)

1. Parenthood leave - see § 6.9
2. The President of the Union is entitled to two (2) leaves of absence per year without pay, upon one (1) month's written notice. Each leave shall not be for less than one month.

3. An employee is entitled to a leave of absence without pay if the employee has been employed for four (4) full years, computed on the following basis:
 - (a) An employee who was hired after a break in service due to termination of employment will be credited with employment only since the most recent date of rehire.
 - (b) Any period of time on unpaid leave of absence will be deducted.
4. The leave of absence established by § 6.8 (B)(3) shall be granted subject to the following conditions:
 - (a) The leave must be for an established period, ending on a date certain, stated in advance of the leave, not less than nine (9) months, nor more than twelve (12) months, after it commences.
 - (b) The employee has a right to return to work on the date certain. However, if the employee's line is vacant, he/she may return on an earlier date. If return on the prearranged date is impossible, and reasonable notice is given, the employee may return to work up to two (2) weeks later.
 - (c) Requests for such leaves must be made at least three (3) months prior to the proposed starting date of the leave (the notice period may be shortened by consent of the Employer and the employee).
 - (d) The Project Director may delay the proposed starting date of the leave for up to three (3) months, based only on staffing problems which the Project Director believes may be lessened by the delay, provided that this delay must be decided upon within one (1) month from the date that the employee gives notice pursuant to the preceding paragraph.
 - (e) An employee must wait one (1) year after returning from any leave without pay (of more than three (3) months) that commenced prior to the signing of this Agreement and two (2) years after returning from any leave without pay (of more than three (3) months) that commences after the signing of this Agreement, before taking the leave of absence granted under § 6.8(B)(3). The Project Director may waive the provisions of the preceding sentence. For purposes of this paragraph, Parenthood Leave shall be excluded.
 - (f)
 1. In offices of less than seven (7) full-time attorneys (including management but excluding volunteers), only one (1) attorney and one (1) legal worker may be on the leave as of right provided in § 6.8(B)(3).
 2. In offices with seven (7) or more full-time attorneys (as calculated above), three (3) employees may be on such leave at one time. If two (2) or more employees wish to take a leave as of right pursuant to this subsection in such a fashion that mutual exercise of the right will exceed the office quota, the employee with the longer period of consecutive employment in the office shall be allowed to take the first leave. This total of three (3) may include no more than two (2) attorneys.

- (C) The Employer will continue insurance coverage, to the extent permitted by the insurer, for employees on any unpaid leave, at the employee's expense and upon advance written request accompanied by payment of the first premium involved. It is the understanding of the Employer and the Union that the plan in effect as of December 1, 1977, permits such coverage.

6.9 Parenthood and Maternity Disability

- (A) Maternity disability shall be treated the same as all other disability for purposes of leave and benefit provisions.
- (B) Upon thirty (30) days notice, when it is foreseeable (or as soon as practicable when 30 days notice is not practicable), of intent, and upon three (3) week's notice of the specific proposed starting date, an employee, male or female, shall be entitled to a leave of absence of up to twelve (12) months for a new child of said employee. She or he may apply accrued annual leave and up to 20 accrued sick days against the parenthood leave, to be taken as full or half days. She or he will also be entitled to one additional month of health insurance coverage above the coverage required under the Family Medical Leave Act.
- (C) Parenthood leave shall be available to parents of newborn or newly adopted children. Parenthood leave shall also be available to the employee whose domestic partner is the biological or adoptive parent of the child.
- (D) For all parenthood leaves, a date certain shall be set for the employee's return to employment. However, if the employee's line is vacant, he/she may return on an earlier date. If return on the prearranged date is impossible, and reasonable notice is given, the employee may return to work up to two (2) weeks later.
- (E) Any employee who desires to work part-time during the term of any parenthood leave shall be permitted to do so, if a position is available. The Project Director may agree to employ the employee on a part-time basis if such employment is feasible and reasonable to the working of the project.

6.10 Accrual of Benefits During Leave

An employee shall be deemed to be accruing length of service credit while on a leave of absence taken as of right and for no more than a total of twelve (12) months while on a discretionary leave, for all benefits related to or dependent upon length of employment, except that length of service credit will not accrue for employees with less than two (2) years of employment, exclusive of unpaid leave, prior to a discretionary leave of absence, or for employees with less than one (1) year of employment, exclusive of unpaid leave, prior to a leave of absence as of right. However, length of service credit will accrue for leaves in effect as of the date this Agreement is signed.

7.0 JOB TENURE

7.1 Termination After Two Bar Failures

A Law Graduate, even when a probationary employee, may not be fired solely for first failure of the bar exam. However, employees who have failed the bar exam on two occasions shall be terminated, except upon waiver of this provision by the Executive

Director. To obtain this waiver, the Project Director must submit a written recommendation to the Executive Director within thirty (30) days after publication of the results of the most recent Bar Exam in the New York Law Journal. A request for a waiver must state a description of the duties the employee will perform, the employee's usefulness to the program and the program's need to retain the employee. In the event that the Project Director decides not to request a waiver, he/she shall so advise the Executive Director in writing.

7.2 Reggies

- (A) If a Reginald Heber Smith program offers to renew the contract of a Fellow assigned to the Employer, the Employer agrees to accept the renewal.
- (B) If a Fellow is admitted to the Bar and has been rostered before or during the term of his/her Reggie Contract and that contract is not renewed, the Fellow shall have a right to the first vacant attorney line in the program in which he/she worked as a Fellow. Such a right must be exercised within a reasonable period of time.
- (C) When such a Fellow moves to a Staff Attorney line in the same program, his/her benefits of employment shall not be impaired or reduced by such a move. Upon termination of employment for any reason, including the termination of his/her Reggie Contract, the Fellow shall receive the same payout benefits due any other terminated employee under the Agreement.

7.3 Layoffs

See also SIDE LETTER re: § 7.3(D) and § 7.3(E) contract 03/06

(A) Generally

Layoffs shall only be implemented for good faith economic or business related reasons. Should the Employer ("Employer" includes any or all of the entities referred to in the preamble to the Agreement, whether acting singly or in concert) determine to implement layoffs, the following shall apply:

1. Layoffs shall be implemented within classification within each project. The Project Director shall determine the employees to be laid off within each classification as follows:
 - (a) Within each classification, employees with less than one (1) year of seniority in the classification shall be laid off first, their order of selection to be determined as provided in § 7.3(A)(1)(b) below. After this group of employees is wholly exhausted, layoffs shall be made from among the employees with less than three (3) years of service within the classification, their order of selection to be determined as provided in § 7.3(A)(1)(b) below, then from employees with less than 8 years in the classification; then from employees with less than 13 years in the classification; then from employees with less than 18 years in the classification. Employees with 18 or more years of service will be laid off in seniority order only, except with respect to an affirmative action consideration as discussed below.

Notwithstanding the requirement to exhaust the classification pool of employees in a lower seniority group before the layoff of an

employee in a higher seniority group, the Project Director, because of an affirmative action consideration, may retain an employee or employees in a lower group or groups in the classification while employees in a higher group or groups in the classification are laid off.

(b) Layoffs within each seniority group shall be implemented in inverse classification seniority order, except that the Project Director when considering the entire seniority group of employees in the classification shall consider affirmative action and may vary from seniority order either

1. (i) because of an affirmative action consideration or

(ii) because of relevant foreign language skills needed for client services. The employer shall have the burden of proof of demonstrating that the foreign language skills of the person are needed for client services and a variance from seniority order under this provision may not be applied to more than one person per language per year per program and may not be used for more than two languages in the same program per 12 month period. Or

(iii) because of other unique skills or knowledge of substantive law needed for a particular position as reflected by a requirement of a contract or grant from a funder that cannot with a good faith effort be modified. However, a variance from seniority under this provision may not be applied to more than one person per program per 12 month period.

2. In the event the Union seeks to arbitrate a layoff out of inverse seniority order, any such arbitration shall utilize the expedited grievance procedure under § 8.2(B) without the stay provision.
3. A supervisory, managerial or other non-bargaining unit employee who returns to or assumes a bargaining unit position, shall be granted full credit for employment in such a non-bargaining unit position for all purposes for which length of employment may be relevant under the Agreement.
4. Employees on leave of absence shall be considered active employees in the classification in which they were employed at the time they began their Leave of Absence.
5. An employee and the Union delegate and LSSA President shall be provided with thirty (30) days notice of employee's layoff (notice of layoff). Said notice shall state the nature of the economic or business related reason for the layoff. At least twenty (20) days prior to providing a notice of layoff(s) to an employee or employees, the Employer will notify the Union delegate that a layoff or layoffs will be implemented for good faith economic or business related reasons (notice of intent to layoff). The Employer shall consider any alternative proposals provided by the Union. The presenting of such proposals and/or the Employer's considerations

with regard thereto shall not in any way interfere with or restrict the Employer's right to effectuate the layoff(s) as scheduled.

If within five (5) days of the notice of intent to layoff, the Union delegate and LSSA President request to bargain over alternatives to layoff, bargaining shall commence. Either party shall have the right to declare an impasse. After impasse, or when the twenty (20) days of notice of intent to layoff has expired, whichever is later, the Employer can implement layoffs. The Union will retain the right to grieve and arbitrate the issue of whether layoffs are being implemented for good faith economic or business related reasons.

6. For purposes of this provision, Legal Services Assistant and Senior Legal Services Assistant and Staff Attorney and Senior Staff Attorney shall each be considered one classification.
7. If an Executive Secretary is scheduled to be laid off he/she has the option of "bumping" the Staff Secretary in the project with the least seniority, if the Staff Secretary has less seniority than the Executive Secretary. An Executive Secretary exercising this right to bump shall be placed at the same step of the Staff Secretary salary schedule as his/her step on the Executive Secretary schedule.
8. After the Employer schedules a layoff, whether or not the specific employee has yet been named, an employee in the classification may elect to volunteer to be laid off and such election shall be honored, and retain his/her eligibility for severance pay.
9. The Employer need not layoff "Reggies" when making layoffs so long as 80% or more of the funding for the "Reggie" is secured from the Reggie program or other outside sources.
10. Classification seniority shall be defined as an employee's entire period or periods of active employment in the classification within any Project. Classification seniority shall include Reggie and/or VISTA time with the Employer in the same classification. An employee designated to be laid off who was promoted from another classification shall be given seniority credit for 50% of his/her time in such prior classification, for purposes of the layoff provision.
11. Employees retained after a layoff may be assigned to a different office within the project because of workload and/or staffing considerations.

(B) Redesign

1. Program redesign decisions mean general policy decisions to fundamentally restructure the program as a whole, within the sole authority of the Board, as determined by the Board. Program redesign decisions shall not include decisions relating to day-to-day matters involving the operation of the program.
2. It is recognized that before the Board of Directors exercises its decision making prerogatives with regard to program redesign, it should seek input from the employees of the program. To that end, one of the following procedures shall be followed:

- (a) A draft of the proposal for redesign, merger, reorganization, consolidation, or other successor agreement(s) will be distributed to the Union three (3) weeks in advance of the Board of Directors meeting at which the proposed plan is to be discussed. Where practical, the draft will be distributed up to six (6) weeks in advance of the Board of Directors meeting at which the proposed plan is to be discussed. In order to insure that the Board members considering the issue have the opportunity to engage in a meaningful discussion with the Union at that meeting with regard to any proposed changes submitted by the Union with regard to the proposed plan, all comments must be submitted, in writing, at least one (1) week prior to the scheduled meeting.
 - (b) If the Board of Directors determines to develop its redesign plan in consultation with representatives of the employees, whether through public hearings, multi-lateral ad hoc committees or otherwise, in lieu of the procedure in paragraph one (1) above, the product of that consultative process will be distributed at least ten calendar days prior to the meeting at which the proposal is to be considered and decided upon. All comments on that proposal shall be submitted in writing at least five (5) calendar days in advance of that meeting.
3. Employer will include in any merger, consolidation, reorganization or other successor agreement(s) the requirement that the merged, reorganized, consolidated or successor entity or entities shall recognize the Union as the collective bargaining representative of the employees covered herein and be bound by the terms or the collective bargaining agreement in effect at the time of the merger, consolidation, reorganization or other successorship for the remainder of the period of the agreement.
 4. Employer will include in any merger, consolidation, reorganization or other successor agreement(s) the requirement that the acquiring entity or entities retain the employees by seniority.
 5. The Employer will provide the Union with written notice that it has complied with § 7.3(B)(3) and § 7.3(B)(4) at least thirty (30) days before the agreement(s) go(es) into effect, if practicable; however, in no event fewer than ten (10) days before the agreement(s) go(es) into effect.

(C) Severance

1. An employee who is laid off shall be entitled to severance pay according to the following schedule:

At Least Six Months:	One Week
At Least One Year:	Two Weeks
At Least Three Years:	Three Weeks
At Least Four Years:	Four Weeks
At least 5 Years:	Five Weeks
At least 10 Years:	Six Weeks
At least 15 Years:	Seven Weeks
20 Years and over:	Eight Weeks

Further, an employee who is laid off shall be entitled to receive a continuation of his/her previous health insurance coverage to be paid by the Employer according to the following schedule:

One Year of Employment:	Two Months of Health Care
Two Years of Employment:	Three Months of Health Care
Three Years of Employment:	Four Months of Health Care
Four Years of Employment:	Five Months of Health Care
Five Years of Employment:	Six Months of Health Care
Six Years of Employment:	Seven Months of Health Care
Seven Years of Employment:	Eight Months of Health Care
Eight Years of Employment:	Nine Months of Health Care
Nine Years of Employment:	Ten Months of Health Care
Ten Years of Employment:	Eleven Months of Health Care
Fifteen Years of Employment:	Thirteen Months of Health Care
Twenty Years of Employment:	Fourteen Months of Health Care
Twenty-five Years of Employment:	Fifteen Months of Health Care

In order to receive continued health care coverage, a laid-off employee shall certify each month that he or she is not otherwise eligible for health care coverage from another source that is substantially equivalent to the health benefit plan the employee was receiving prior to the lay-off.

2. An employee who receives severance pay and is subsequently recalled shall, for purposes of future severance pay entitlement only, have his/her seniority computed from the date of reemployment.
3. An employee who would otherwise be laid-off because of his or her seniority position will not be laid off while on a leave of absence and shall not be entitled to severance during the term of the leave. If, but for the leave of absence, the employee would have been laid off, the employee will be sent a notice of impending lay-off stating the date the employee would have been laid off had she or she not been on leave of absence. If the employee intends to return to LSNY from his or her leave of absence, no less than 2 weeks prior to the expiration date of the leave of absence, the employee shall certify in writing to the employer that he/she intends to return to work. If on the date the employee is scheduled to return from leave, the employer cannot reinstate the employee as an active employee for the reasons for which he or she would have been laid off but for the leave of absence, he or she will be laid off at that time and will then be entitled to the severance benefits he or she would have been entitled to under § 7.3 (C) at the time he or she would have been laid off or their cash equivalents. However, the effective date of the layoff for recall purposes will be the date the employee would have been laid off had he or she not been on leave of absence. Recall for the position shall be determined in accordance with § 7.3 (D).

(D) Recall Rights

1. A laid off employee shall have recall rights to a position in the same classification within his/her program in inverse order of the order of

layoff, i.e., the last laid off shall be the first recalled. Recall rights to a particular position are contingent on the employee's ability to satisfactorily perform the duties of the position without retraining. Recall rights shall exist for the lesser of twelve (12) months or the length of the employee's seniority. However, recall rights for employees with 13 or more years of experience who are laid off out of seniority under the provisions of **§7.3(A)(5)** shall exist for eighteen (18) months.

2. A laid off employee and the Union shall be notified of recall by certified mail to his/her last address of record or by personal telephone communication and shall have one (1) week from said notice to advise the Project Director whether he/she will accept the recall. An employee accepting the recall shall have two (2) additional weeks to a total of up to three (3) weeks from receipt of the notice to report to work unless the Employer, in its discretion, agrees to a later date. An employee who does not accept a recall offer or who does not report on the designated date shall go to the bottom of the recall list.

(E) Hiring Preference for Laid Off Workers

The following provision shall apply to an employee who has been laid off and remains on the recall list, or to an employee who is scheduled to be laid off on a date certain. All references below to a "laid off employee" shall be deemed to include both categories referred to in the preceding sentence.

1. A laid off employee shall have the right to apply to fill a posted job vacancy in any of the Employer's programs or projects and shall be considered along with employees in the bargaining unit, if any, who have applied for the vacant position.
2. The Employer shall select the most qualified among qualified employee applicants and may take affirmative action into consideration. It is intended that under these provisions, assuming at least one of the employee applicants is qualified, the vacancy will be filled without comparing employee applicants to outside applicants. If there is no qualified laid off employee applying for the vacancy, this provision shall not be applicable and the provisions of **Section 15.4(A)** shall continue to govern the application of any active employee for the vacancy.
3. A laid off employee who successfully bids for another position in another program or project shall carry his/her seniority into the new position.
4. A laid off employee who successfully bids for a vacant position in the same classification in another program shall carry his/her own salary rate into such position. A laid off employee who successfully bids for a vacant position in another classification in another program shall be paid the rate applicable to such other classification, assuming the same number of years of seniority as he/she had in the prior classification.

(F) Financial Disclosure

LSNY and each local project shall provide the Union with the following information:

1. Approved annual budgets and any approved revisions to such budgets shall be given to the Union within one week after such budgets are approved; and
2. On a quarterly basis, beginning with the quarter ending December 31, 1993, the Union shall be given financial reports for LSNY and each OLSC, which include actual income and expenses, for the preceding quarter including a statement of budget variance.
3. The Employer agrees to provide the Union with the names, salaries or other remuneration, dates of employment and work responsibilities of all non-collective bargaining unit employees as well as, but not limited to, consultants, independent contractors and non-collective bargaining unit temporary workers. Exempt from this section is information related to the fees paid to the Employer's legal counsel. A report of this information shall be provided to the Union on a quarterly basis.

8.0 GRIEVANCE

Adjustment of all complaints, disputes, or controversies concerning the interpretation, operation or application of this Agreement, personnel practices, rules or regulations, shall be disposed of as per the following sections:

8.1 Usual Grievance Handling Procedure

(A) Steps

- Step 1.** The aggrieved with his/her delegate or Union representative if he/she desires, shall discuss the matter with the employee's immediate managerial supervisor, within five (5) days after the employee knows or should have known of the alleged dispute, in an attempt to resolve said grievance. After this step all grievances and responses must be in writing.
- Step 2.** If the grievance is not adjusted at Step 1, or should the employee choose not to invoke the Step 1 procedure, then the grievance, in writing, must be filed with the Managing Attorney, if there is one. The grievance shall state the nature of the claim, the contract provision if any, or any other basis listed in § 8.1 above, and the remedy requested. This step must be taken within five (5) business days of the Step 1 decision, should there be one, or if no Step 1 discussion has taken place, then within ten (10) business days of when the employee knows or should have known of the alleged dispute. The Managing Attorney shall respond within five (5) business days of submission of the grievance.
- Step 3.** If the grievance is not adjusted at Step 2, then the grievance, in writing, must be filed with the Project Director. This step must be taken within five (5) business days of the receipt of the Step 2 decision. A copy of the writing referred to in this step must be given to the Managing Attorney or supervisor whose decision is being appealed. If in fact, the Project Director is the immediate supervisor, then the grievance shall be filed directly, in writing, at Step 3, within ten (10) business days of when the employee knows or should have known of the alleged dispute. The Project Director shall respond within five (5) business days of submission of the grievance.
- Step 4.** If the grievance is not adjusted at Step 3, the grievance may then be submitted in writing, within five (5) business days of the Step 3 decision, to

the Executive Director, who shall act upon the grievance in person, or through his/her designee. A copy of all prior steps, written grievances and responses shall be attached to the grievance filed with the Executive Director. A failure to so attach shall not affect the timeliness of an otherwise timely filed grievance. A copy of the writing referred to in this step, must be given to the Project Director whose decision is being appealed. The Executive Director shall respond in writing within ten (10) business days of submission. However, if the Executive Director is the immediate supervisor, then the grievance shall be filed directly, in writing, at Step 4, within ten (10) business days of when the employee knows, or should have known, of the alleged dispute. In this case, the Executive Director shall respond within five (5) business days of submission.

- Step 5.** If the grievance is not adjusted at Step 4, the Union may submit the dispute to arbitration, in writing, within twenty (20) business days of the receipt of the Step 4 decision.
- (B) At Steps 2, 3, and 4, hearings shall be held, if requested by the employee, in writing, at the time of invocation of the particular step. The hearing must be within the response period. The decision must then be rendered within five (5) business days of the hearing. Failure of both the grievant and the Union representative to appear at the hearing, without good cause, shall constitute a final denial of the grievance. The hearings shall be informal and conducted in as expeditious a manner as possible, consistent with the grievant's right to make a full statement of his/her case. The parties shall provide relevant documents and witnesses reasonably necessary for the processing of grievances.
- (C) If the person to whom the grievance is submitted for a decision, in accord with the steps outlined above, shall have failed to render a decision within the time allotted, then upon employee or Union demand, filed with the person after their failure, he/she must render a decision in writing within two (2) full business days or the grievance will be sustained. During this two (2) day period, neither the Union nor the employee shall have obligation to proceed to the next grievance step.
- (D) **Entries in personnel files.**
Any document or entry placed in an employee's personnel file, may be grieved by said employee in accord with the steps outlined above. The time to file such a grievance shall be within five (5) business days of receipt of the appropriate notice of such entry as called for in § 11.3. Should the employee's grievance be sustained, then the remedy is expungement.

8.2 Exceptions to Usual Grievance Handling Procedure

- (A) A grievance respecting assignment of duties outside job classification or concerning salary scale shall be initiated at Step 1 no later than one hundred twenty (120) days after the employee shall become aware of the claimed violation.

- (B) In grievances arising out of discharges or suspensions, the following steps must be followed in lieu of the above:
- Step 1.** The Project Director who initiated or approved the action complained of and the employee and the Union representative shall meet within three (3) business days of filing of the written grievance. Said filing must be within five (5) business days of learning of the complained action. The Project Director must respond in writing within three (3) business days of the hearing.
- Step 2.** If the grievance is not adjusted at Step 1 within three (3) business days of the receipt of the decision, the employee may file a written grievance with the Executive Director. Within two (2) business days, the employee, the Union representative and the Executive Director or his/her designees shall meet. Within two (2) business days of the hearing, the Executive Director must respond in writing.
- Step 3.** If the grievance is denied at Step 2, the Union may submit the dispute to arbitration under the expedited arbitration rules of the American Arbitration Association within ten (10) business days from the date of the denial. Failure of the Project Director or Executive Director to render a decision within the time allotted in this section shall result in an automatic stay of this discharge or suspension for the period of the delay. During such a delay, the employee and the Union shall have no obligation to proceed to the next step. Upon employee or Union demand, filed with the Project Director or Executive Director, respectively, after he/she has failed to meet a time requirement, he/she must render a decision within 48 hours (two full business days) or the discharge or suspension shall be deemed rescinded.
- (C) A Union grievance against the Employer and an Employer grievance against the Union, shall be filed in writing with the Executive Director or Project Director, if appropriate, or with the Union President. The opposing party must respond in writing within five (5) business days. If requested by either party within five (5) business days of receipt of the response, a hearing shall be held within five (5) business days of the request for a hearing. A grievance denied by a Project Director pursuant to this section may be submitted to the Executive Director within five (5) business days of the Project Director's response or within five (5) business days of the receipt of the decision of the Project Director rendered after a hearing held pursuant to this section. If denied by the Executive Director, or Union President, the grievance may be submitted to arbitration within fifteen (15) business days of the response. In the event of an alleged violation of the no strike/no lockout clause, the response must be within two (2) full business days, and arbitration may be invoked two (2) full business days after the grievance is filed.
- (D) **Work Rules/Change in Conditions**
When the Union or an employee claims that the Employer has implemented, or has indicated an intention to implement, a system or rule that constitutes a change in working conditions, assignments or rules, over which bargaining is required as a matter of law, without first bargaining over the proposed change or addition with the Union, the following procedure shall govern:

1. The parties shall immediately undertake such bargaining process. If the bargaining is not satisfactorily resolved at the project level, within ten (10) working days of the Union's initial request to bargain, unless either party declares an impasse at an earlier time (but no less than five (5) days after such initial request) the Executive Director or his/her designee(s) shall participate in the bargaining process. Should the Executive Director or his/her designee thereafter decide that impasse has been reached, the Employer may implement its proposed system or rule.
2. If the Union is not satisfied with the decision, it may submit the reasonableness of the Employer decision or lack of good faith bargaining to binding arbitration within ten (10) days. An arbitrator selected to hear a case hereunder shall schedule a date within one (1) week to hear the matter and must render a decision expeditiously. No adjournment may be granted except upon mutual consent of the parties, and failure to appear or proceed by either party shall require the arbitrator to rule against the defaulting party.
3. Within thirty (30) days of the execution of this Agreement, the Employer and the Union shall designate jointly a panel of arbitrators from which the arbitrator to hear a grievance pursuant to this section shall be chosen.

(E) If the Executive Director denies an employee certification of eligibility for employment in a particular position within the bargaining unit, and if one or more members of an advisory body constituted by the Executive Director to make recommendations to him/her regarding the employee's eligibility shall conclude that said member would be prepared to hire the employee for the position sought if he/she had such a position available, and if a Project Director or Managing Attorney states in writing that the employee will be hired in the position sought if certified as eligible by the Executive Director, then the Executive Director shall convene a second advisory body for the purpose of making additional recommendations to him/her regarding the employee's eligibility for the position sought. If the Employer shall so modify or change its procedure for determining eligibility for employment as to render the above provision inapplicable, then a similar provision shall be negotiated between the parties.

(F) The following procedure shall govern any caseload grievance:

Step 1. Upon the filing of a written grievance, the grievant's immediate managerial supervisor must, within five (5) days, conduct a case review with the grievant and his/her union representative or delegate if desired. Only upon agreement by both parties, may this five (5) day period be extended. Once the grievant and his/her immediate managerial supervisor meet, the review of cases to determine the appropriateness of the grievant's caseload shall be completed within five (5) days. Thereafter, the managerial supervisor shall have three (3) days in which to render a written decision. If the grievant's immediate supervisor does not schedule a case review within five (5) days, or a written decision is not rendered within three (3) days, the grievant shall be permitted to proceed to Step 2 of this process as if the grievance was not adjusted at Step 1.

If at the case review it is determined that the grievant has more cases than he/she can competently handle, the grievant's caseload shall be reduced to a level that he/she can competently handle.

- Step 2.** If the grievance is not adjusted at Step 1, then the grievance, in writing, must be filed with the Project Director within five (5) days of the receipt of the Step 1 decision. A copy of the written grievance referred to in this step must be given to the managing attorney or supervisor whose decision is being appealed. The Project Director must schedule a case review within five (5) days of receipt of the grievance. Only upon agreement by both parties, may this five (5) day period be extended. Once the grievant and his/her project director meet the review of cases to determine the appropriateness of the grievant's caseload shall be completed within five (5) days. Thereafter, the project director shall have three (3) days in which to render a written decision. If the grievant's project director does not schedule a case review within five (5) days or a written decision is not rendered within three (3) days the grievant shall be permitted to proceed to Step 3 of this process as if the grievance was not adjusted at Step 2.

If at the case review it is determined that the grievant has more cases than he/she can competently handle, the grievant's caseload shall be reduced to a level that he/she can competently handle.

- Step 3.** If the grievance is not adjusted at Step 2, the grievant may submit the matter to binding arbitration within ten (10) days. An arbitrator selected to hear a case hereunder shall schedule a date within one (1) week to hear the matter and must render a decision expeditiously. No adjournment may be granted except upon mutual consent of the parties, and failure to appear or proceed by either party shall require the arbitrator to rule against the defaulting party.

Within sixty (60) days of the execution of this Agreement, the Employer and the Union shall jointly designate a panel of arbitrators from which an arbitrator shall be chosen to hear a grievance pursuant to this section. The panel of arbitrators shall consist of former Legal Aid or Legal Services attorneys or other attorneys familiar with the case load demands of a Legal Services attorney.

8.3 Arbitration

- (A)** The arbitrator shall be appointed by the American Arbitration Association in accordance with its rules and regulations and such appointee shall be the arbitrator in the matter involved. The decision of the arbitrator shall be final and binding upon both parties and shall be fully enforceable. It is understood that the arbitrator shall not have the power to amend, modify, alter, add to or subtract from this Agreement or any provision thereof.
- (B)** The expense of any arbitration and the administrative costs of any arbitration shall be shared equally by the Employer and the Union. Attorney's fees and costs of transcripts ordered by one party shall not be shared.

- (C) The arbitration procedure herein set forth is the sole and exclusive remedy of the parties hereto and the employees covered thereby for any claimed violation of this contract for any and all acts or omissions claimed to have been committed by either party in violation of the Agreement during the term of this Agreement, and such arbitration procedure shall be (except to enforce, vacate or modify awards or to enforce the no-strike or lockout provision) in lieu of any and all other remedies, forums of law, in equity or otherwise which will or may be available to either of the parties. No individual may initiate the arbitration proceedings.

8.4 Miscellaneous Provisions

- (A) Grievances at all stages may be attended by a Union representative, if any. A copy of the reply to the grievance by the Employer at each step shall be delivered to the employee and the Union representative, if any.
- (B) If a grievance in which salary is involved is resolved in the grievant's favor, pay shall be retroactive to the date the violation occurred.
- (C) At least forty-eight (48) hours notice of a hearing must be given to an employee in grievances not involving suspensions or discharge. If the grievance does involve a discharge or a suspension, said notice must be at least twenty-four (24) hours.
- (D) To guarantee timeliness of the grievance claim, whenever filing or submission is required, it shall be accomplished by receipt of a writing alleging the grievance within the specified period by the appropriate supervisor. Should the supervisor be unavailable, this shall be accomplished by delivery of a copy to a managerial person at any higher step. Filing at a higher step for purposes of timeliness shall not cause the appropriate first step to be skipped.
- (E) When the Executive Director is not available to accept delivery of a grievance, the time limit for filing at that step shall be tolled until he or she is available. Such tolling, however, shall not result in a stay of the action being grieved.
- (F) The grievance procedure set out in this article may be used by any employee covered by this Agreement, or by the Union. Nevertheless, any restriction appearing in other sections of this Agreement which specifically limits who may initiate a grievance under that section, to the Union, shall govern.

9.0 POST-PROBATIONARY DISCIPLINE

9.1 Discharge or Suspension

No employee who has completed his/her probationary period shall be discharged or suspended except for just cause. A post probationary employee will not be discharged for inadequate job performance without having received at least one prior unsatisfactory evaluation after the probationary period. An evaluation intended to serve as a warning shall expressly so provide.

- (A) When the Employer believes that just cause exists to discharge an employee based on a repeated course of conduct or a single act or omission that does not constitute

gross misconduct, the Employer must issue a written warning to the employee, specifying the conduct which constitutes the just cause for discharge.

- (B) When, after a warning under § 9.1(A), an employee continues in a course of conduct or acts again in a manner that gives rise to just cause for discharge, or when an employee commits an act or omission that constitutes gross misconduct, the Employer shall give to the employee and to the Union no less than two (2) weeks written notice of its intention to discharge the employee. It is understood that, except in cases of gross misconduct, just cause shall require at least one prior warning for a related offense. The employee shall receive two (2) weeks pay before the discharge becomes effective, plus accrued annual leave. In lieu of two (2) weeks notice, the Employer may give the employee two (2) weeks pay, plus accrued leave time.
- (C) 1. When the Employer shall claim that just cause based upon gross misconduct exists to suspend an employee, the Employer may do so immediately, for a maximum of five (5) days.
2. When the Employer shall claim that just cause based upon conduct other than gross misconduct exists, the Employer must first issue a warning. If the conduct persists, the Employer may suspend the employee for no more than five (5) days after having given one (1) week's notice.
3. A written statement of the reasons for the suspension alleging just cause shall be delivered to the employee and to the Union in the notice, or in the case of an immediate suspension, within twenty-four hours after the suspension. Such a written statement may constitute warning, under this section, if it so states.

9.2 Warnings; Acknowledgement

Any warning issued hereunder, if it is to serve as the basis of a disciplinary action, must show an acknowledgment of receipt by the employee or a statement by an Employer representative that the employee refused to acknowledge receipt.

9.3 Warnings; Expired & Expunged

An employee who has received a disciplinary warning notice shall have such notice expunged from his/her file, if, after eighteen months from receipt of said notice, the employee has not received any other written disciplinary notice.

9.4 Approval of Discharge or Suspension

Any discharge or suspension must be approved in writing by the Project Director before it becomes effective.

9.5 Substance Abuse/Mental Health

The parties agree that the performance or behavioral problems of an employee caused by substance abuse or mental health problems require the Employer to exercise particular sensitivity. Moreover, the Employer recognizes the desirability of rehabilitation rather than discipline. Notwithstanding the above, the Employer reserves the right to discipline for just cause. The Labor-Management Committee shall explore the development of a program in furtherance of this policy.

10.0 PROBATION

10.1 Probation Generally

All employees shall be hired on a probationary basis.

10.2 Length of Probation

(A) According to Job Category

- 1.** The probationary period for Social Workers and Legal Services Assistants shall be four (4) months.
- 2.** The probationary period for Attorneys admitted to the bar at the time of employment shall be six (6) months.
- 3.** A law school graduate, not admitted to the bar when hired, shall have a three (3) month probationary period as a Law Graduate. Upon completion of this period, he/she will be a non-probationary Law Graduate until bar admission. After admission, the Law Graduate shall become a Staff Attorney and have another three (3) month probationary period.
- 4.** All other employees will be employed on a probationary basis for two (2) months from the date of employment.

(B) Tolloed by Suspension or Unpaid Leave

Any period during which an employee is suspended or on unpaid leave will be added to the probationary period.

(C) Extension of Probation

The probationary period may be extended by consent of Employer and Union.

10.3 New Probation After Promotion

(A) Passing

An employee who is promoted to a higher position within the bargaining unit shall be subject to a probationary period of two worked months regarding the new job duties of the promoted position. An employee who remains in the promoted position after the expiration of the probationary period shall be deemed to have qualified for the promoted position.

(B) Failing

If an employee described in § 10.3(A) fails to adequately perform the new job duties of the promoted position to the satisfaction of the Employer or if the employee wishes to return to the former position during the probationary period, he/she shall return to the former position on at least four (4) weeks' notice, except that if an employee has moved to a higher level position outside his/her corporation and desires to return to the original corporation, the employee shall have a right to so return during the probationary period if the former line or position is still vacant at the time the employee gives notice of his/her intention to return to the former position. Otherwise, he/she may only return at the Project Director's discretion.

(C) Social Work Position

A legal worker who accepts a Social Work position outside his/her present corporation, shall be subject to a four (4) month probationary period. A legal

worker who accepts any position other than a Social Worker position outside his/her present corporation shall be subject to a two (2) month probationary period.

10.4 Discharge During Probation

(A) Cause

1. A probationary employee may be discharged at any time during the probationary period. The discharge shall be grievable through the Executive Director level but shall not be arbitrable. It is expressly understood that the discharge of a probationary employee may be for either objective or subjective job-related reasons which would not be considered "just cause" for a post probationary employee. A discharge occurs within the probationary period if the notice is given during the period. If the employee submits a written request, the Employer shall give the reason for the termination in writing within five (5) days of such request.
2. The grievance mechanism is otherwise available during the probationary period.

(B) Notice/Severance

An employee who is terminated during the probationary period shall be given no less than two (2) weeks' notice in writing, unless, because of gross misconduct, the decision is made to terminate his/her employment in a shorter period of time, in which case the employee shall only be paid for the days until his/her termination.

11.0 PERSONNEL RECORDS

11.1 Right to Review

An employee shall have a reasonable opportunity to review his/her individual personnel records as maintained by the Employer. This right of review extends to any and all personnel records or files mentioned in this article. Copies of all written material provided to a third party, except references, shall be mailed to the employee involved.

11.2 Concerning Performance or Character

It is understood that LSNY, as Employer, maintains personnel records on employees containing only fiscal information and administrative information necessary for fiscal reasons. Only the delegate agency, as Employer, or any other program, division or project as Employer, may maintain personnel files on employees containing documents relating to performance of his/her duties or character.

11.3 Right to Receive Copies and Respond

An employee shall be provided with a copy of any document concerning the performance of his/her duties or character placed in his/her personnel file, and shall have the right to have placed in such file, his/her statement concerning any such document. This copy shall be given within twenty (20) days either by hand (with an acknowledgement by the employee) or by mail (return receipt must be used in this instance).

11.4 Grievance and Remedy

An employee shall have the right to grieve the placing of any document in his/her file regarding performance of his/her duties or character. The grievance may be based on the substance of the document or failure of the Employer to comply with service provisions of § 11.3 above. Should the grievance be sustained, then the remedy is expungement.

11.5 Disclosure

(A) Generally Prohibited

Nothing shall be disclosed from such files to third parties without the express or implied consent of the employee or under legal process. It is recognized that an employee who lists LSNY as a current or past Employer is impliedly consenting to LSNY's disclosure of information relevant to job performance and salary history to the person or organization to whom the fact of the employment relationship has been provided by the employee and that an employee who has applied for a loan has impliedly consented to LSNY's disclosure of salary and employment information. A disclosure made to a potential employer pursuant to this section which refers directly or indirectly to an entry to which an employee has responded, shall enclose any relevant documents submitted by the employee pursuant to this article.

(B) During Grievance

During the pendency of a grievance, the Employer is stayed from disclosing the contents of the document being grieved to a potential employer. Should the grievance not be sustained, then the employee shall have the right to have placed in the file his/her statement concerning the document and any disclosure made to a potential employer which includes the document referred to herein shall also include said employee statement.

(C) When Disclosure Is Permitted

Appropriate persons within the LSNY system, an arbitrator in a matter involving the Employer or the Union or any of its members, or for the purpose of obtaining information relevant to the regulation or supervision of the LSNY program, government agencies involved with the regulation or supervision of the LSNY program, shall not be considered third parties.

(D) Disclosure to Union

1. Basic Information

The Employer shall provide the Union with the following information in writing for each employee who is in the bargaining unit employed at the effective date of this contract (only as to information described in e and f below) and, on the date of hire for each employee subsequently hired, or later if relevant:

- a.** Name of employee
- b.** Date of hire
- c.** Job Title
- d.** Salary
- e.** Whether the salary was modified in the Employer's discretion pursuant to provisions of this contract or otherwise. This includes modifications both at time of hire and during the term of employment.

f. Termination date or date of beginning of unpaid leave.

2. Personnel Action Forms

The Employer shall also forward to the Union a copy of each Personnel Action Form (on employees within the bargaining unit) on the day such personnel action is approved by LSNY.

12.0 TRAINING

12.1 Employer Obligations

The Employer recognizes appropriate training for all staff members as a fundamental element of its responsibilities. Such training will be developed in conjunction with the Training Committee and administered by the Employer during the term of this arrangement. Such training will include, but not be limited to, participation in training events run by the Legal Services Corporation to the extent permitted by the Corporation, participation in training events offered by other organizations if the Employer reasonably deems such training appropriate, and participation in training events administered by the Employer, including initial orientation, citywide training programs, and local office training programs, and local office training and supervision as described in the following provisions.

12.2 Union Obligations

The Union recognizes appropriate training as a fundamental element of employee working conditions. It undertakes to participate fully, through the Training Committee, in the development of recommendations for training events to be administered by or utilized by the Employer and as reasonably requested, in the implementation of such training events. All employees have the obligation to participate as fully and completely as they are able and as the Employer authorizes, in appropriate training events administered or utilized by the Employer.

12.3 Training Committee

The LSNY Training Committee, consisting of equal numbers of voting members representing the Employer and the Union (but not less than a total of six (6)), shall develop recommendations for training events, evaluate training events that are conducted, and consult with Employer and employees concerning training needs. Union representatives shall be given reasonable release time to prepare for the participation in Training Committee activities.

12.4 Initial Training and Orientation

All employees shall be offered and shall participate as able in initial training and orientation, as follows:

(A) All Employees

1. The employee shall receive within three (3) months of the date of hire, a central orientation program concerning the history of legal services, the structure of the national legal services program, the relationship between LSNY Central and operating legal services corporations in New York City, this contract, health insurance, the Personnel Manual, administrative procedures, central substantive and administrative resources and the training program. Where several new employees have joined an office's

staff during the month, some of the new employees' orientation may take place in the second month.

2. The employee shall also receive during the first month of employment, a local orientation program concerning the structure, personnel and operations of the office in which the employee will work, and the program within which that office is located, the community the office serves, the courts in which it practices, and the general nature of the cases handled and the procedures for accepting and handling cases in the office. This program will involve at least four (4) hours of training. Where several new employees are joining the office's staff within a two (2) week period, this program may be delayed until the second month of employment.

(B) Legal Workers

1. During the probationary period, all legal workers shall receive regular training and supervision by the Employer. Such training shall include a full introduction to all procedures and practices relevant to the employee's work in the office. Where additional skills beyond those apparently possessed by the employee at the date of hire are required by the Employer for performance of the employee's duties to the Employer's satisfaction, the Employer will make reasonable efforts to provide training to enable the employee to develop such additional skills. However, if the additional skills needed result from increased duties or responsibilities subsequent to hire, the Employer must train the employee in these areas.
2. At least twice during the probationary period the Managing Attorney and/or Project Director shall provide the employee with a statement, based upon supervisory contacts with the employee and review of cases, regarding the employee's performance to date and whether it is satisfactory. This statement shall not be placed in the employee's personnel file.
3. Within six (6) months from the date of hire, the employee shall attend a training program in Basic Legal Process, offered by the Employer.

(C) Attorneys and Law Graduates

1. During the probationary period, all Attorneys and Law Graduates shall receive regular training and supervision by the Employer. Such training shall include a full introduction to all procedures and practices relevant to the employee's work in the office.
2. At least monthly, during the probationary period, the Managing Attorney and/or Project Director shall provide the employee with a statement, based upon supervisory contacts with the employee and review of cases, regarding the employee's performance to date and whether it is satisfactory. This statement shall not be placed in the employee's personnel file.

(D) All Casehandling Staff

Newly hired casehandling staff shall not be required to handle their own caseload until they have received training and supervision sufficient to adequately handle those cases they have been assigned. All casehandling at trials and hearings shall

be attended by a supervisory person during this period. For casehandling legal workers, this shall include, but not be limited to, training in the specific area of law, case maintenance, interview and advocacy skills, representation at administrative hearings (Legal Services Assistant), social work counseling (Social Workers), community outreach, education and organizing.

(E) LSA's and Casehandling Social Workers

Once a year, the Employer shall provide for Legal Services Assistants and casehandling Social Workers a comprehensive paralegal training program similar in concept to new lawyer training.

12.5 Post-Probationary Training

(A) Attorneys

Consistent with the other provisions herein, there shall be a program of continuing legal education for attorneys in substantive and procedural areas.

(B) Legal Workers

1. The intent of this provision is to provide non-casehandling legal workers the skills and experience they need to advance to other positions within the program. Accordingly, the Training Committee shall formulate a course of programs with the specific purpose of training Class I, II, and III Legal Workers to fill future job openings for the position of Legal Services Assistant (paralegal). Said training shall be provided at least annually, with the first occurring within eight (8) months of this agreement. This training shall occur during work hours and shall conclude at the end of the work day.

Project Directors may limit the number of employees who may attend such training to one per office per course of programs.

Eligibility for training shall be based upon seniority at each office and for the purposes of this section seniority shall be determined by treating the Class I, II and III Legal Workers as one group.

The non-casehandling legal worker's performance in the course shall be a factor in evaluating his/her experience and qualifications under 15.4(A).

2. Consistent with the other provisions herein, the Training Committee shall formulate training programs for post-probationary legal workers which will include, but not be limited to:

- (a) Substantive law survey and types of advocacy relevant to each area.
- (b) Communication with clients, including interviewing skills, legal ethics (the implications and considerations), how to counsel clients, how to handle emergencies without a lawyer, and what emergencies cannot be handled without a lawyer, how to handle disturbed clients.
- (c) Manual skills training (typing, shorthand, speed writing, use of dictation equipment, operation of a mag card typewriter).

- (d) Continuing administrative and office procedure training, such as legal secretarial training, office administration, bookkeeping, upkeep of a law library, etc.
- (e) Negotiating skills and tactics
- (f) Legal terminology
- (g) Legal research
- (h) Evaluation and identification of legal issues
- (i) Drafting legal papers

12.6 Training in Changed Office Procedures

The Employer is obligated to provide full training to all affected employees of new equipment, forms, responsibilities and procedures as soon as they are implemented in any office.

12.7 Language Training

A program of language training in those languages relevant to legal services work shall be provided at the introductory level and for intermediate and advanced conversational courses.

12.8 Training Sessions

(A) Notice of Sessions

Where possible, thirty (30) days' notice of all training events shall be given. The notice will be distributed to all members of the Training Committee and mailed to the Union office as soon as received by the Employer.

(B) Permission & Reimbursement for Sessions

1. Neither permission to attend training sessions, nor reimbursement for costs associated with training sessions, shall be unreasonably denied. Denial to attend a session, the subject matter of which does not directly relate to the employee's duties shall be reasonable if said denial is due to class size or financial limitations or needs of the office. Needs of the office may not be used so as to continually deny access to such training. To this end, and subject to the limitations above, the Employer recognizes the importance of all training whether it be directly related to the employee's current duties, or to expand and employee's skills so as to allow for job advancement or the provision of better services.
2. The terms of § 12.8(B)1 are applicable to all subject matter in **Article 12**, where applicable.

(C) LSC-Sponsored Training Sessions

The Legal Services Corporation training events will be utilized to the fullest extent permitted by the Corporation. To this end, any employee wishing to attend such training events and possessing the requisite qualifications established by the Corporation may apply for inclusion in such events. The Employer reserves the right to make reasonable recommendations to the Corporation regarding which employees should attend such events if there are more applicants for the event than the Corporation will accept for training. However, such recommendations

shall not be discriminatory and will be done so as to provide the fullest access to all staff.

(D) Release Time for Training Sessions

Employees shall be granted release time for all training sessions they attend administered by the Employer or the Legal Services Corporation. Any employee (legal worker or attorney) who attends a training session the subject matter of which is directly related to their current duties, which requires attendance at other than work hours, shall be granted release time equal to the number of hours spent in training.

12.9 Supervision and Evaluation

Every employee is entitled to regular supervision and evaluation by the Employer of his/her performance.

- (A)** All employees are entitled, within reasonable limits, to request and receive supervisory assistance regarding problems in carrying out duties of their job at any time.
- (B)** On an annual basis, each employee shall receive from the Employer a statement, based upon supervisory contacts with the employee, regarding the employee's performance at the time and whether it is satisfactory. This statement shall be placed in the personnel file. This obligation cannot be satisfied with the earlier statements mentioned in § 12.4.
- (C)** All employees who are responsible for casehandling are entitled to post-probationary reviews of their caseload by a supervisor with reasonable frequency, as required. The purpose of this review shall be to develop recommendations for additional training of the employee, to provide specific advice or training with regard to particular cases and to give the employee feedback regarding the Employer's appraisal of his/her performance.
- (D)** Evaluations of an employee's performance should, when feasible, be made by a supervisor with reasonable knowledge of the employee's job performance.
- (E)** An employee shall be given a draft copy of his/her evaluation and an opportunity to meet with his/her supervisor to discuss the evaluation before it is finalized. At the employee's request, the final evaluation shall make note of the employee's comments.

12.10 Fundraising for Training

The Training Committee and the Employer shall develop proposals to obtain additional training funds from any source, including the Legal Services Corporation.

12.11 Fundraising for Tuition Reimbursement

The Employer shall make best efforts to secure funds from whatever source for tuition reimbursement for job-related courses the employees attend and pay for themselves. Within three (3) months of the signing of this Agreement, the Training Committee shall promulgate an extensive, but not exclusive, list of approved courses and schools.

12.12 Guide to Referrals

The Training Committee shall prepare and distribute for use by all offices on or before December 1, 1980, a guide as to how, when and where to refer clients. The guide shall be updated as necessary. The substance of this manual shall be part of the orientation process outlined above.

12.13 Training Grievances

Any grievance filed pursuant to the training article shall be filed by a Union delegate or by a member of the Union's Executive Committee. Failure to provide appropriate training is not a defense to discharge or suspension, except if the discharge or suspension of cause is directly related to the subject of a training event required by this contract and the employee was denied the opportunity to participate in such a training event.

Any request to attend a training session must be responded to within five (5) days. Any grievance filed over the refusal of permission to attend a training session, where the grievance would be mooted by the passage of time required for the normal grievance procedure may be filed pursuant to the expedited grievance procedure under § 8.2 without the stay provision.

13.0 OFFICE CONDITIONS

13.1 Compliance With Codes; cleaning

The Employer will make its best efforts to comply with all applicable building and health codes, particularly those relating to heat, as soon as potential or actual violations come to the Employer's attention. Each office will ensure that all common spaces in offices, including bathrooms, kitchens and storage areas that exist within commonly used office space, will be cleaned as necessary on a regular basis.

13.2 Temperature, Water, Toilets

If on any date, the temperature in an office is below 62 degrees Fahrenheit, an employee may give notice of this condition to his/her managerial supervisor, his/her Project Director, the Executive Director, or their respective designees. Such notice may not be given prior to the start of the normal business day. If the temperature remains below 62 degrees for greater than one (1) hour after said notice, then upon approval of the person notified above, the employees of that office may leave work and receive full pay for that day. The sole ground for denial of permission to leave work pursuant to this section is that the temperature in the office is in fact above 62 at the end of the hour. The Employer will use its best efforts to ensure proper functioning and expeditious repair of air conditioning, equipment and facilities, including running water and toilets. Best efforts shall include, but not be limited to, calling for repairs within one (1) hour of notice to a supervisor within the office of the condition. In the absence of readily accessible functioning toilets within the building for at least 3 hours after the Employer has been given notice, or if the office temperature exceeds 90 degrees for at least 3 hours after the Employer has been given notice, the Employer shall either permit the employees to be released with pay or have them reassigned to other appropriate work locations. Any legal worker so reassigned shall be reassigned within the program or borough of regular employment.

13.3 Partitions

In order to ensure maximum privacy for clients and to preserve the attorney-client privilege, the Employer agrees to construct floor to ceiling partitions for the offices of all case handling staff where architecturally feasible. The feasibility of such construction may be limited by the cost relating to lighting and airflow.

13.4 Office of Health and Safety

The Employer and Union agree to participate in a joint Union/Management Occupational Safety and Health Committee ("OSHA Committee") which will consider matters relating to occupational safety and health. The OSHA Committee will consist of six (6) members, three (3) union and three (3) management.

- (A) (i) The Employer will provide training to staff to promote a safe, nonviolent atmosphere in the offices. Trainers will include outside professional experts.
 - (ii) The issues considered by the OSHA Committee shall include, but not be limited to, computer technology, toxic contamination, ventilation, air-conditioning, lighting, heating, plumbing, elevator service, security, security-related training, including training to handle emotionally disturbed and violent clients.
- (B) The Committee will produce proposals with respect to occupational safety and health which the committee believes would improve the occupational health or safety of the workplace.
 - (C) The Committee will meet with the Executive Director and any additional representatives designated by the Union to discuss the proposals and their implementation.
 - (D) The Executive Director will then adopt standards to be employed in LSNY.
 - (E) As office equipment is replaced through purchase, it shall be replaced with ergonomically safe equipment as reflected in standards recommended by the Labor Management Committee. In the event of a dispute over what constitutes ergonomically safe equipment, the Labor Management Committee established under §1.6 of the CBA will evaluate the proposed equipment and make recommendations to management as to what constitutes ergonomically safe equipment. It is understood that donated furniture or equipment will be treated as existing, and not replacement, furniture or equipment under this section. No employee will be required to use ergonomically unsafe equipment at his or her workstation.

13.5 Breaks

The Employer will use its best efforts to provide Switchboard Operators and Receptionists with a ten (10) minute break in the morning and a ten (10) minute break in the afternoon. It is understood that the failure to provide for a break does not entitle the employee to receive compensatory time off. This provision is not intended to reduce the breaks for any current employees.

13.6 Office Conditions Grievances

Grievances regarding this article may only be initiated by a Union delegate or by a member of the Union's Executive Committee.

13.7 Domestic Violence Policies

- (A) For the purposes of this contract, domestic violence shall include physical, emotional, or psychological violence or intimidation, stalking, or economic abuse against all employees of either sex by a person of either sex: (a) with whom the employee has a child in common; (b) with whom the employee has had a domestic partnership; (c) with whom the employee is married or has been married; (d) with whom the employee is living or has lived; or (e) with whom the employee has engaged in a dating or sexual relationship.
- (B) The Employer will post information about domestic violence resources in each office after consulting outside experts. The information and the experts will be jointly agreed upon by the Union and the Employer.
- (C) The Employer will give copies of the same information to all current employees and then to new employees as they are hired.
- (D) The Employer will maintain the confidentiality of domestic violence-related information concerning employees to the extent practicable. Other employees will be informed only on a need-to-know basis. Whenever possible, the victim will be notified in advance if there is a need to inform others. It is understood that in some circumstances, the Employer may have to disclose domestic violence information to protect other employees.
- (E) In consultation with the Union, the Employer will create for each program a process for employees to come forward in confidentiality to request help, resource information, reasonable accommodations in the workplace (including transfer of position within the program) or schedule to reduce the employee's vulnerability to domestic violence on the job, or to request leave. The office may request appropriate documentation. The office will not unreasonably deny requested accommodations.
- (F) On request, the Employer will assist an employee who is a victim of domestic violence to apply for a job opening at a different OLSC or branch of LSNY. The employee already has a right to the job if the employee's qualifications are equal to the qualifications of other candidates. If the employee shows that he or she is no longer able to work safely in the employee's present office and that a move to a different office is the only reasonable way to reduce vulnerability to a physical threat of domestic violence, the employee shall have the same right to the job as a laid-off employee from another program. The Employer may ask for appropriate documentation of all facts relevant under this paragraph.
- (G) Through the training committee and after consulting with experts in the field, the Employer will conduct training programs on domestic violence for employees covering the nature of domestic violence, available resource, and the provisions of

this contract. The experts will be jointly selected by the Employer and the Union. As part of this training, supervisors will be briefed on the problem of domestic violence and their role in identifying employees in need of referral for assistance.

- (H) In addition to their existing rights to various leaves under this contract and federal law, employees shall have the following rights to the extent necessary to deal with domestic violence situations:
 - (i) to take up to 10 days of annual leave without prior notice to the Employer;
 - (ii) to request unpaid leave of up to 6 months, which request the Employer shall not unreasonably deny. The Employer may request appropriate documentation.

- (I) On request, the Employer will assist an employee to develop a personal workplace safety plan. Employee requests for workplace accommodations as part of their plans will be responded to by the Employer under the processes established in § 13.7(E) and 13.7(F) above.

- (J) The Employer shall allow an employee experiencing domestic violence to opt into the Employer's medical plan without regard to the plan's normal enrollment period to the extent that this is possible under the medical plan. The Employer may request appropriate documentation.

- (K) If in a disciplinary proceeding an employee alleges that the failure or action that is the subject of potential discipline is the result of domestic violence, the Employer:
 - (i) may ask for appropriate documentation;
 - (ii) shall refer the employee for appropriate assistance; and
 - (iii) shall take domestic violence into reasonable account in the disciplinary proceeding.

14.0 JOB TITLES AND DUTIES

14.1 Uniformity of Job Titles

Job titles for similar duties shall be uniform through LSNY and the delegate corporations.

14.2 Job Sharing

- (A) The Employer agrees, on an experimental basis, to permit job sharing between employees in the same classification, in the same office, both of whom are employed as of the date of ratification of this Agreement. The job sharing shall be in accordance with the following terms and conditions:

- (B) No more than two employees may share one position. The job may only be split on a 50%-50% or 60%-40% basis.

- (C) The work schedule shall be established by the Employer, in its sole discretion, after consultation with the two applicants for the job. No changes shall be permitted in the work schedule without the approval of the Employer. The work schedule shall be resolved, in writing, before any sharing arrangement is implemented.

- (D) The sharing of any job shall continue until December 31, 1986 unless terminated sooner by the Employer for a good faith programmatic reason or because of the termination of employment of one (1) of the two (2) employees sharing the job. if a sharing arrangement terminates, the employees or the remaining employee, as the case may be, shall have thirty (30) days notice of their obligation to resume full-time employment. Employees sharing a job have no right to resume full-time employment prior to December 31, 1987 without the discretionary approval of the Employer.
- (E) Attorneys participating in job sharing shall remain subject in all respects to the prohibition against outside practice of law, despite the part-time nature of their employment.
- (F) The Employer may deny any request to participate in job sharing for any good faith programmatic reason.
- (G) No more than one job per office may be shared.
- (H) This provision shall expire on December 31, 1986 unless expressly renewed or renegotiated by the parties. Unless the Employer agrees to the contrary, all job sharing shall terminate automatically as of close of business on December 31, 1986. The failure to resume full-time employment as scheduled under any of the provisions of this Article shall constitute just cause for discharge.

14.3 Job Descriptions Generally

- (A) Persons may be asked to fill in for other individuals, when there is an emergency, or when an individual is at lunch, or on leave of any other kind. It is understood, however, that when a person is filling in, he/she is not expected to perform both his/her own job, and the fill-in job concurrently.
- (B) It is also understood that the person filling in is only expected to do so to the extent the duties are job-related and consistent with the person's own job description. The only exception to this is the position of Switchboard Operator/Receptionist. When it becomes necessary to fill in for the Switchboard Operator/Receptionist, and no suitable replacement can be found, any available employee may be requested to fill-in for the Switchboard Operator/Receptionist.
- (C) The same individual cannot be required, in every instance to substitute for other staff members, and this responsibility shall be rotated wherever possible. The rotation of this responsibility shall not, however, be used to violate or circumvent the provision in §18.6 of this Collective Bargaining Agreement.
- (D) Wherever there is more than one person in an office in the same job title, the tasks encompassed within that job description shall be equally distributed. If only one person is able to perform one of the tasks, the work load of that person shall be adjusted accordingly, so as to achieve an equitable balance.
- (E) In some instances, it may be necessary to combine two lines (for example, Staff Secretary/Legal Services Assistant). When this becomes necessary, the

individual's job title will be defined, in writing, and the salary scale adjusted accordingly. If the higher paying job line takes a substantial portion of the individual's work week, the salary shall be that of the higher paying position. The combining of two lines will be done sparingly, and only if absolutely necessary.

- (F) A person may be assigned additional duties by his/her supervisor, but only to the extent that the duties are job-related and consistent with the person's own job description.
- (G) If the Employer proposes to make changes to the present job descriptions, the Union and the Employer shall meet to bargain over the proposals. Should no resolution be arrived at between the parties, the matter will be submitted to an arbitrator from the panel established by and pursuant to the work rule section of this contract. No change in job description shall be implemented until resolution of arbitration.
- (H) It is understood that any employee possessing bilingual skills may be required, consistent with his/her other job responsibilities, to perform the following tasks.
 1. Translating for clients who do not speak English;
 2. Providing simple verbal summaries (not word for word) of letters and legal documents in a foreign language known to the staff member (unless the staff member is fully capable of word for word translation of legal documents).
 3. Both union and management recognize the importance of making our services accessible to clients who do not speak English by providing high quality translation and interpretation in the languages spoken by our clients.

Employees who are asked to provide oral or written interpretation services will receive training that includes a component on legal terminology. Appropriate training will be provided to employees who use translators and interpreters as well. (*See also SIDE LETTER re: Training 03/06 Contract*)

Each LSNY program will develop a system for Translation and Interpretation services to be rotated among non-casehandling legal worker staff members who are asked to perform such services. It is understood that attorneys, social workers and casehandling paralegals may be asked to provide such services when no legal worker is available, but that attorneys, social workers and casehandling paralegals will not be included in the rotation schedule. It is further understood that casehandling staff should not be used routinely or excessively to provide translation and interpretation services.

Legal worker staff members who are asked to provide Translation and Interpretation services as a routine part of their job will be eligible for a \$1250 bump in salary, not built into the base rate. A single payment of this bump retroactive covering the period from July 1, 2003 to December 1, 2003 will be made for employees who have been, since July 1, 2003, providing translation and interpretation services as a routine part of their job. No later than December 1, 2003, each program will determine who will be prospectively asked to routinely provide translation or interpretation services, and those

individuals who are asked to routinely provide translation or interpretation services will receive the bump.

- (I) Future hires for, or promotions to, the Social Worker with M.S.W. job title shall require a Masters in Social Work (M.S.W.). This title shall be a Legal Worker Classification 5.

14.4 Specific Job Descriptions

(A) Assistant Bookkeeper [Class III Legal Worker]

The assistant bookkeeper shall be responsible for some or all of the following tasks:

1. Doing or checking the coding, posting, copying and/or routing of invoices and requests for reimbursements, extensions, support data, vouchers, accruals and disbursements;
2. Auditing and maintaining revolving funds;
3. Reconciling bank statements;
4. Answering phone calls from vendors requesting payment or answering questions or requests pertaining to bills;
5. Maintaining the invoice register book;
6. Arranging checks in sequential order and adding tapes to determine total amount spent weekly (“batching”).

(B) Clerk Messenger [Class I Legal Worker]

The Clerk Messenger is responsible for any or all of the following tasks:

1. Duplicating, collating and distributing materials;
2. Taking documents, materials or other items to outside locations, and bringing back to the office or to other locations such items as may be directed;
3. Sorting, receiving, distributing, labeling, collecting, stamping and posting mail;
4. Keeping the office in order;
5. Maintaining the library;
6. Filing and taking inventories and suggesting purchases.

(C) Clerk Typist [Class I Legal Worker]

The Clerk Typist is responsible for some or all of the following tasks:

1. Preparing batches for Service Bureau;
2. Providing typing services for the bookkeeping operation;
3. Filing check copies and back-up;
4. Providing clerical support to bookkeeper, comptroller, budget director;
5. Maintaining the bookkeeping files of vendor bills and payments.

(D) Community Aide [Class I Legal Worker]

The Community Aide is responsible for some or all of the following tasks:

1. Referral of clients;
2. Preparation of papers from standard forms; with the exception of pleadings, motions and orders to show cause;
3. Attendance at community group meetings;

4. Community outreach;
5. Writing reports, proposals and other documents.

(E) Executive Secretary [Class III Legal Worker]

Secretaries with excellent administrative and clerical skills may be appointed or promoted to the position of Executive Secretary. The Executive Secretary is responsible for some or all of the following tasks:

1. Typing correspondence and legal papers.
2. Recommending the hiring of other staff members to the office supervisor and providing observations of the work performance of staff members under the Executive Secretary's supervision;
3. Supervision of Staff Secretaries and Switchboard Operator/ Receptionist;
4. Forwarding to LSNY the time sheets submitted by staff members;
5. Distributing to staff members the accumulated annual leave and sick leave information from central LSNY;
6. Handling petty cash;
7. Preparing, authenticating and submitting monthly "personal reimbursements" for employees;
8. Maintaining court calendars in offices that have them;
9. Ordering office supplies and equipment;
10. Monitoring and making arrangements for proper maintenance of the office, its equipment and furniture and carrying out instructions relating thereto. If the employee is required to exercise discretion in carrying out these duties, including steps requiring expenditures, the employee shall not be disciplined for any reasonable exercise of that discretion.
11. Taking primary responsibility for the mail, and assigning it to the Staff Secretary or Switchboard Operator/Receptionist to sort, distribute, collect, label, stamp and post;
12. Taking the minutes of meetings of the Board of Directors if the individual is Executive Secretary to the Project Director.

(F) Intake Officer [Class III Legal Worker]

The Intake Officer is responsible for some or all of the following tasks:

1. Initial screening of applicants for services, including obtaining necessary demographic data, initial determination of financial eligibility, ascertaining type of problem;
2. Opening files for eligible clients;
3. Referrals of ineligible clients;
4. Prepare and submit monthly statistical reports with demographic data, disposition of cases, and any other necessary statistical information;
5. Maintain and file records of all applicants for services;
6. File closed cases;
7. Help acclimate new employees in office to intake procedure;
8. Provide information and make referrals to phone callers.

(G) Investigator/Process Server [Class II Legal Worker]

The Investigator is responsible for some or all of the following tasks:

1. Serving process on attorneys, parties and witnesses;

2. Directing the preparation of affidavits of service;
3. Obtaining a license (to be paid for by the Employer) to act as a Process Server within a reasonable period of time after being hired;
4. Knowing and complying with all laws and regulations pertaining to service of process and renewing said license;
5. Knowing how to do, and doing all necessary tasks to obtain index and docket numbers, tracing index numbers, filing pleadings and other papers;
6. Obtaining decisions and orders on motions or other applications in all courts appeared in by office case handlers;
7. Knowing the neighborhood the office covers, as well as the geography and transit system of New York City, knowing the location of offices, organizations and agencies which the Investigator's office makes referrals to;
8. Investigating cases, conducting interviews, taking photographs, collecting evidence, writing reports and otherwise assisting in the preparation of cases;
9. Testifying at hearings, trials and similar situations.

(H) Legal Services Assistant (Paralegal) [Class IV Legal Worker]

The Legal Services Assistant is responsible for some or all of the following tasks:

1. Knowledge of one or more areas of law and the applicable procedures;
2. Interviewing clients in such area or areas;
3. Advocacy for clients before social or governmental agencies;
4. Representation at administrative hearings;
5. Referral of clients;
6. Preparation of papers from standard forms;
7. Attendance at community group meetings;
8. Community outreach;
9. Writing reports, proposals and other documents;
10. Preparing letters and requesting documents to prepare clients' cases;
11. Receiving and maintaining accurate and up-to-date resource material in their area of expertise.

(I) Mailroom Specialist [Class I Legal Worker]

The Mailroom Specialist is responsible for some or all of the following tasks:

1. Duplicating, collating and distributing materials;
2. Occasional messenger work;
3. Stocking and requesting mailroom supplies;
4. Sorting, distributing, receiving, labeling, collecting, stamping and posting mail;
5. Limited intra-office maintenance responsibilities.

(J) Senior Attorney

A Senior Attorney must meet all of the requirements of a Staff Attorney. The responsibility of a Senior Attorney will include, in addition:

1. Depth of experience as a specialist in a primary field of practice; or
2. Demonstrated competence as a generalist in more complex legal issues.

The Senior Attorney will be responsible for assisting the Employer in the training of less experienced attorneys (the concept of training in this job description is not intended to mean the operating or setting up of training programs, or the supervision of staff, but is meant to include participation in and assisting with the Employer's training of staff). The Senior Attorney should be able to undertake major litigation with a minimum of supervision and/or be able to plan and develop community development programs.

(K) Senior Social Worker [Class IV Legal Worker, or Class V with M.S.W.]

The Senior Social Worker is responsible for some or all of the following tasks:

1. Any or all of the duties of the Social Worker;
2. Development of casework programs in new areas;
3. Services to and liaison with community groups;
4. Organization of programs and education of community agencies;
5. Development of new programs in the area of community services.

(L) Social Worker [Class IV Legal Worker, or Class V with M.S.W.]

The Social Worker is responsible for some or all of the following tasks:

1. Counseling and referral services to clients with social problems that relate to their legal problems;
2. Advocacy services to clients to obtain rights and entitlements and to prevent intervention;
3. Social evaluation which may include home visits;
4. Participation in programs to provide information and training to community groups and agencies.

(M) Specialist

The Specialist is an employee with recognized expertise in a particular specialty area of Legal Services work (including litigation skills). A Specialist will not be responsible for supervision or management as defined by applicable labor law. In addition to the other responsibilities of his/her job category, a Specialist is responsible for some or all of the following tasks:

1. Serve as a resource in the specialty area to other LSNY personnel and client and community groups;
2. Assist the Employer in all facets of training and regular updates in the specialty area;
3. Participate as a consultant and/or co-counsel on major litigation in the specialty area;
4. Prepare resource materials in the specialty area.

It is understood that a Specialist will be permitted a reduced case load and intake duties to allow for the performance of the above tasks.

(N) Staff Attorney

Staff Attorneys are responsible for the provision of legal services to indigent individuals and eligible groups. The duties may include any of the following tasks:

1. Interviewing clients;

2. Giving legal advice;
3. Case intake and file maintenance;
4. Keeping current on the state of law and procedures within their area(s) of practice;
5. Doing legal research;
6. Preparing and drafting legal documents, pleadings, motions, briefs and appeals;
7. Representing clients in court, administrative agencies, and other appropriate forums; and
8. Collaborating or teaming with other staff for the purpose of assisting the Employer in training (the concept of training in this job description is not intended to mean the operating or setting up of training programs, or the supervision of staff, but is meant to include participating in and assisting with the Employer's training of staff).

Attorneys will always act in accordance with the Code of Professional Responsibility, and nothing in this job description shall be construed so as to allow the Employer to cause the Staff Attorney to violate the Code of Professional Responsibility.

A Staff Attorney will become a Senior Attorney, pursuant to § 15.2 of this Collective Bargaining Agreement, when he/she has been employed as a Staff Attorney in this program for three years.

(O) Staff Secretary [Class II Legal Worker]

The Staff Secretary is responsible for some or all of the following tasks:

1. Typing papers, memoranda, and other documents from either recorded or written copy;
2. Taking messages and placing calls if the Case handler assigned to them is unable to;
3. Making copies of documents that the Staff Secretary types, or that are necessary to the Case handler the Staff Secretary works with;
4. Receiving, sorting, labeling, collecting, stamping and posting mail if assigned to do so by the supervisor;
5. Transcribing dictation; and
6. Filing.

(P) Switchboard Operator/Receptionist [Class II Legal Worker]

The Switchboard Operator/Receptionist is responsible for some or all of the following tasks:

1. Operating the central telephone equipment in the office;
2. Taking messages and leaving them in the appropriate place for staff members;
3. Speaking to each prospective client or visitor who enters the office to determine whether or not they can be helped;
4. Referring persons who cannot be served by the office to the appropriate agency, if available, or informing people that no assistance is available if that is the case;

5. Performing preliminary intake or screening interview, including preparation of appropriate forms, which may require occasional typing;
6. Maintaining a chart indicating the location of every staff person, who must report their location and schedule to the Receptionist;
7. Sorting and distributing the mail, if assigned to do so by the supervisor; and
8. Occasional filing.

(Q) Tenant Organizer [Class IV Legal Worker]

The job description for Tenant Organizer shall be negotiated by the parties. This title shall be in Legal Worker Classification 4, as will all other non-attorney case handlers except Social Worker with M.S.W.

15.0 PROMOTIONS AND TRANSFERS

15.1 Lines of Promotion

The Labor-Management Committee shall discuss lines of promotion from one job title to another.

15.2 Advancement to “Senior” Position

There shall be no rostering for the position of Senior Attorney. Staff Attorneys and Legal Services Assistants shall automatically receive the designation and job title of Senior Attorney and Senior Legal Services Assistant after three (3) years’ experience with the program. This designation shall not carry with it a wage differential.

15.3 Promotion Out of Bargaining Unit

The Employer agrees to provide the Union with documentation to substantiate any promotion out of the bargaining unit and further agrees that such promotion shall not be done so as to undermine the Union.

15.4 Transfers Between Programs

(A) Voluntary Transfers; Hiring Preference

An employee who applies for another job within the bargaining unit shall be interviewed during the two (2) week period described in **Section 17.9(A)** and shall be afforded full opportunity to compete for the position. If there is a vacancy, it shall be filled by a bargaining unit employee if his/her experience and qualifications are equal to those of the outside applicant. As between two employee applicants with equal qualifications seniority shall be controlling. Experience to be considered shall not be limited to experience in the position applied for. The word “employee” in this provision shall be deemed to include a laid off employee with recall rights.

(B) No Involuntary Transfers Between Programs

There shall be no involuntary transfers between programs.

16.0 NONDISCRIMINATION

16.1 Political Activity

The Employer shall issue no restrictions of employees' political activity, except restrictions which restate or interpret applicable regulations and court restrictions on partisan or non-partisan political activity.

16.2 Contract Rights

There shall be no discipline for exercising contractual rights.

16.3 Nondiscrimination/Affirmative Action

(A) Policy

There shall be no discrimination in hiring, wages, promotions or other terms or conditions of employment or opportunity for employment based upon race, color, sex, sexual orientation, creed, national origin, citizenship status, age, religion, political affiliation or belief, or marital, parental, military or disability status. The Employer will adopt an Affirmative Action Plan by March 1, 1994. The Affirmative Action and Diversity Committee shall develop and recommend an Equal Opportunity Policy Statement to the Executive Director.

(B) Affirmative Action and Diversity Committee/Bar Exam Failure

The Union recognizes that the Employer has made meaningful progress in recent years with regard to increasing and improving employment and promotional opportunities for women and minority employees. To continue and enhance this progress, the parties shall establish an Affirmative Action and Diversity Committee comprised of three (3) members designated by each party. The committee shall meet quarterly or more frequently as determined by the committee to address matters of mutual concern with regard to affirmative action, hiring and retention of women and minority employees and make such recommendations as it deems appropriate. This committee shall develop and recommend an Affirmative Action Plan to the Executive Director for adoption on or before March 1, 1994. The committee shall report to the Executive Director.

(C) Job Announcements

The Employer shall send job announcements to places requested by the Union. The Employer shall include in job announcements that people of color, women, people with disabilities, gay, lesbian, bisexual and transgender people are welcome and encouraged to apply.

16.4 Sexual Harassment

See also, Appendix A

(A) The Employer shall adopt a policy on sexual harassment. Notice of such policy shall be posted in each office and a copy of such policy shall be printed in the collective bargaining agreement. A copy of the proposed policy is attached. The posted notice shall be in English and Spanish and any other language appropriate for the particular office which states:

“It is the policy of Legal Services for New York City (LSNY) that all employees shall have the right to work, and all clients have the right to be served, in an

atmosphere free from sexual harassment. Sexual harassment infringes on an employee's right to a working environment, and a client's right to a service environment, which is free of discrimination. LSNY will not condone sexual harassment by or against any employee or client. Examples of the verbal or physical conduct which may violate LSNY policy include, but are not limited to:

- a. Physical contact;
- b. Direct or implied threats that submission to sexual advances will be a condition of employment, work status, promotion, evaluations, letters of recommendation, or to the receipt of program services;
- c. Direct propositions of a sexual nature;
- d. Subtle pressure for sexual activities;

If you believe that a legal services employee has sexually harassed you, you may request to receive a copy of the policy which includes the procedures on how to make a complaint.”

- (B)** In addition to the requirements of § 16.4 (A) above, the Employer shall have the following obligations under this contract:
1. The Executive Director shall appoint a panel and the chair thereof to investigate allegations of sexual harassment consisting of eight supervisors, one from each project, at least two (2) of whom shall be women and two (2) of whom shall be men;
 2. LSNY's policy on sexual harassment and the list of the members on the panel on sexual harassment and their telephone numbers shall be posted conspicuously in each office.
 3. A panel member accused of sexual harassment shall be suspended from the panel pending investigation of the allegations and the Executive Director promptly shall make an interim appointment in place of such suspended panel member;
 4. Workshops on sexual harassment shall be made available for all staff at least once a year. In addition, members of the panel shall be given adequate training regarding sexual harassment, decisional standards used in such cases, as well as LSNY's policy and procedures.
 5. A supervisor shall withdraw from and shall not participate in activities or decisions, including but not limited to, those involving hiring, evaluations, promotions, and discipline, which rewarded or penalized any person with whom the supervisor has or has had a romantic and/or sexual relationship;
 6. A complaint under the sexual harassment policy shall be handled in accordance with the times set forth in the policy;
 7. A complaining employee shall be protected from coercion, intimidation, retaliation, interference or discrimination for filing a complaint or assisting in the investigation; and
 8. The LSNY Board of Directors shall not modify or amend the attached policy in a manner which lessens or weakens said policy unless such modification or amendment is required by law or the regulations, instructions, guidelines, assurances, grant conditions or other directives from grantors.

- (C) The only sexual harassment issues which may be submitted to grievance and arbitration pursuant to this collective bargaining agreement shall be those listed in § 16.4(A) and (B).

17.0 OTHER EMPLOYEE RIGHTS AND OBLIGATIONS

17.1 Bar Examination

(A) Obligation to Take

All persons employed in Attorney or Law Graduate positions who have not taken and passed the New York State Bar Examination (and who are not currently admitted to practice in New York pro haec vice based upon admission in another state) are required to take the examination each time it is available and they are eligible.

(B) Leave to Study

All employees required by LSNY to take the New York State Bar Examination (and pro haec vice attorneys who choose to take the Examination) shall be granted two (2) weeks off, with pay, prior to the date of each New York State Bar Examination for which they have registered.

(C) Added/Borrowed Leave to Study

All employees required by LSNY to take the New York State Bar Examination (and pro haec vice attorneys who choose to take the examination) shall be permitted to borrow up to two (2) weeks (10 days) of Annual Leave to use prior to the date of the examination for which they have registered if they have exhausted their accrued Annual Leave.

1. All loans of Annual Leave shall be confirmed in writing, signed by the employee and the Employer, with a copy mailed to LSNY Fiscal Department.

2. All loans of Annual Leave shall be repaid by application to the loan of all Annual Leave accumulated by the employee after the loan, until the loan is extinguished. Any outstanding loans at the time of termination shall be recouped from the last payroll check.

(D) Problem Analysis Course

Any Law Graduate or unadmitted attorney who fails the bar examination shall be encouraged to attend a problem analysis type bar review course selected by the Employer in conjunction with the Affirmative Action and Diversity Committee, at the Employer's expense and during non-working time, if possible. If the Employer in conjunction with the Affirmative Action and Diversity Committee determines this program to be efficacious, it shall be continued through June 30, 2003. If the employee does not enroll in the problem analysis course offered, he/she shall submit an alternative plan to the Project Director and if he/she chooses to enroll in an alternative course, it shall be at her/his own expense.

17.2 Expense Reimbursement

- (A) The Employer shall reimburse employees for all actual job related expenses incurred by the employee in the course of the employee's appropriate work activities, including, but not limited to, filing fees, xerox costs, telephone, transportation, process serving costs, and supper money, subject to the following restrictions:
1. A Project Director may require advance approval to be obtained prior to the incurral of any specified type of expenses including those listed in two (2) through six (6) below (except reasonable filing fees, xerox costs, telephone and transportation to and from court and administrative agencies by public transportation) and may deny reimbursement where such approval is not obtained;
 2. Personal car use will be reimbursed at the rate permitted by LSC guidelines plus parking and toll charges;
 3. Out-of-town travel and parking must always be approved by the Project Director or Managing Attorneys prior to incurral;
 4. Supper money will be \$7.50 and will only be available if the employee worked seven hours between 9:00 a.m. and 6:00 p.m. and then continues to work until at least 7:30 p.m. Additionally, \$7.50 supper money will be available if the employee worked outside of his/her home five hours between 12:00 p.m. and 6:00 p.m. on a holiday or weekend and then continues to work until at least 7:30 p.m.;
 5. Out-of-town travel will be reimbursed at the rates approved by LSNY pursuant to the Legal Services Corporation's regulations;
 6. The Employer shall reimburse employees for cab fare home from the office or any employment related activity if they live within the City of New York. If they live outside the City, the employee shall be reimbursed for cab fare to the commuter rail or bus station within New York City and home from their suburban rail or bus station, when the employee works until at least 10:00 p.m. The employee will make reasonable efforts to give the Employer notice of the need for cab fare under this section. Further, the Employer shall not place any other restrictions on an employee from using car or cab services to go home when the employee works until at least 10:00 p.m.
- (B) Non-case handling employees who have childcare and who work overtime with the approval of their supervisor, shall be reimbursed for childcare costs, at the set rate of \$5.00 an hour. To be eligible for this benefit an employee must advise the requesting supervisor of the applicability of this clause to the employee at the time the overtime work is being assigned.
- (C) All expense reimbursement requests must be submitted by the last day of the month following the month in which the expense was incurred. LSNY may waive this time period. All reimbursements shall be made within thirty (30) days of submission. The Employer shall advance job related costs when requested and prior approval has been granted.

17.3 Private Practice

All attorneys while employed by the Employer shall maintain no compensated private practice of law whatsoever, and no uncompensated private practice without express approval of the Project Director or his/her designee. This provision shall be consistent with Legal Services Corporation Regulations and is not intended to add to or subtract from those regulations.

17.4 Gifts

No employee may accept gifts or gratuities from any client or any person who has received services other than token gifts, which must be disclosed immediately to the Project Director. No cash may be accepted.

17.5 Diversity and Staff Participation in Hiring

LSNY highly values diversity in the workplace, both for staff and for the clients we serve.

Each program will develop a system for staff participation in the hiring process that provides staff with an opportunity to meet with interviewees for both bargaining unit and non-bargaining unit positions, to review resumes, and to have input into hiring decisions. It is expressly understood that in some situations job applications have been submitted in confidence and to the extent this is so, it may not be possible to provide staff an opportunity for participation with such candidates. The employer will use good faith in invoking the confidentiality exception to participation in hiring.

Interviewees shall be informed of the existence of a wall-to-wall union.

17.6 Notice of Board Meetings

Notices of all Board of Directors' meetings shall be posted on the office bulletin board. Minutes and agendas, if available, also shall be posted. Nothing herein shall be interpreted to invalidate any action by the Board of Directors as a result of the failure to post such notice.

17.7 Contract and Manual Distribution

LSNY shall give a copy of the contract to all employees. A copy of the Personnel Manual shall be given to all employees after each major revision. New Employees shall be given copies of both documents upon hire.

17.8 Resignation; Notice

An employee who proposes to terminate his/her employment shall give prior written notice to his/her Project Director or Managing Attorney as follows:

Attorneys:	Four (4) weeks
Legal Workers:	Two (2) weeks

This requirement shall be waived in case of emergency or other worthy reason.

17.9 Notice of Job Openings

(A) To Employees First

The Executive Director and Project Directors shall publicize to the staff the availability of jobs within the bargaining unit in all offices of the Employer at least fourteen (14) calendar days before hiring any person to fill such jobs. The fourteen (14) calendar days shall begin to run when the notice is mailed to each office and to the Union office and a copy of the notice has been given to the Union delegate in each office from which the notice is mailed.

The Employer shall also publicize the availability of jobs to any person who has been laid off and remains on the recall list, and to any employee who is scheduled to be laid off, at least fourteen (14) calendar days before hiring any person for such jobs in the following manner. Every attorney on the recall list shall receive notification of all available attorney positions. Every legal worker shall receive notification of all available legal worker positions regardless of job classification. Notification to any person on the recall list or scheduled to be laid off shall be by regular first class mail. Further, the Employer shall provide the union with a list of the people on the recall list to whom the job announcement has been sent and their addresses.

(B) Where Posted

For the first seven (7) calendar days of this period, the announcement will not be sent outside the program, except that it may be sent to national publications and places identified in the affirmative action plan as prime potential sources of minority employees. Notice on the Union bulletin board shall be deemed appropriate publicity.

(C) Distribution

Job announcements also shall be distributed to an employee in each office at least fourteen (14) calendar days prior to the hiring of any person to fill a bargaining unit job. The Union will designate the employee to receive the job announcements, and will provide the Employer with current lists of such employees.

(D) Job Postings

Job announcements will expire after six months.

17.10 Children's College Fund

LSNY shall create an enrollment program for parents wishing to start a "529" college fund for their children.

18.0 SALARIES AND WAGES

The parties agree to a three year contract with an increase of 1% plus \$1000 each year over steps. However, in any contract year in which an employee would not be eligible for a step, that employee will receive a 2% salary increase that is not added into the base salary starting on the quarter in which the employee arrives at this or her anniversary date, instead of the step increase.

Steps will be implemented at the beginning of each quarter in which the employee arrives at the anniversary date, rather than on the anniversary date.

18.1 Scales Based On Years of Service

All bargaining unit employees shall be paid in accordance with the salary schedule for their job classification, based on their years of service, as set forth below.

18.2 Calculation of Years of Service

Effective January 1, 1991, the years of service for employees actively employed on the date of ratification of this agreement shall be determined as follows:

- (A) For attorneys, years of service shall be based on the number of years since their year of graduation. For those employees whose year of graduation was adjusted at the time of their hire pursuant to § 3.9 of the Collective Bargaining Agreement in effect from January 1, 1989 through December 31, 1990, or such predecessor clause, years of service shall be based on their adjusted year of graduation.
- (B) For legal workers, years of service shall be based on their actual years of service with the Employer. Those Legal Workers who received additional compensation pursuant to Sections 3.5 or 3.6 of the Collective Bargaining Agreement in effect from January 1, 1989 through December 31, 1990, or such predecessor clause, shall be credited with additional years of service as follows:
 - 1. Employees will be credited with two (2) years of service if such compensation received under § 3.5 was in excess of \$1,250.00; and one (1) year of service if such credit was in excess of \$300.00, but less than or equal to \$1,250.00.
 - 2. Employees will be credited with three (3) years of service if such compensation received under § 3.6 was in excess of \$1,250.00; two (2) years of service; if such credit was in excess of \$750.00, but less than or equal to \$1,250.00; and one (1) year of service if such credit was in excess of \$250.00, but less than or equal to \$750.00.
- (C) Effective July 1, 1993, for Masters of Social Work, years of service shall be based on the number of years since the award or receipt of a Masters of Social Work degree.

18.3 Advance One Step Per Year On First Day of Month of Hire

Every employee shall be credited with an additional year of service, effective on the first of the month of their hire, and shall have their annual salary increased accordingly.

18.4 Placement on Steps for New Employees

(A) Attorneys

Attorneys will be hired based on year of graduation from law school, *i.e.*, placement on the salary structure will be based on the number of years since graduation, except when an attorney has not practiced law full-time at least 75% of the time since graduation from law school. In such case, an attorney will be credited with one (1) year of service for each year of full-time practice. The employer shall calculate the actual number of years, including months, since the affected employee graduated from law school. Where the employee's total years

since graduation includes a partial year of eight (8) months or more, s/he shall be given credit for one (1) additional year of service.

(B) Legal Workers

For legal workers, other than MSW's, placement on the step system shall be determined at the time of employment based on years of experience comparable to LSNY legal workers' experience. In order to accomplish this, all employees currently at Step 3 or below shall be placed at the step, up to step 4, that reflects prior experience. New hires in calendar year 2004 shall be awarded up to 4 years' credit; new hires in calendar year 2005 shall be awarded up to 5 years' credit. In each subsequent calendar year, one year shall be added to the maximum numbers of years' credit that shall be awarded. Placement on the step system shall not affect seniority, which shall be governed by date of hire as provided in §18.2 of the collective bargaining agreement. Prior experience shall mean one year of credit for each year of employment in a position equivalent to the one for which the employee is being hired. The amount of credit given to an incoming employee will be proposed by the Project Director and will be accompanied by a written justification and resume, and approved by the Executive Director. The resume and written justification for placement on a higher step shall be attached to the Personnel Action Form sent to the Union.

(C) Law Graduates

Law graduates shall remain at the Law Graduate salary rate until admitted to the bar. Upon admission, he/she shall be paid in accordance with the applicable attorney salary schedule, based on § 18.4(A) above.

Any applicable increase(s) shall be retroactive to the date of publication in the New York Law Journal of bar passage. Any Law Graduate who takes and passes the ethics portion of the bar examination within four (4) months of the publication of the bar examination results shall be paid retroactively to the date of said publication; however, any Law Graduate who takes and passes the ethics portion of the bar examination more than four (4) months after the publication of the bar examination results shall be paid retroactively to the date of the notification of the passing of the ethics portion.

- (D) Masters of Social Work** will be hired based on year of award or receipt of the Master of Social Work degree, i.e., placement on the salary structure will be based on the number of years since the award or receipt of the degree, except when an employee has not practiced social work at least 75% of the time since the award or receipt of the Master of Social Work degree. In such case, the employee will be credited with one (1) year of service for each year of full-time practice. The employer shall calculate the actual number of years, including months, since the affected employee was awarded or received the Master of Social Work degree. Where the employee's total years since the award or receipt includes a partial year of eight (8) months or more, s/he shall be given credit for one (1) additional year of service.

18.5 Salary Scales

(A) Salary Scales by Job Classification

The following schedules shall determine the annual salaries of current and future members of the collective bargaining unit. Schedule I shall be effective July 1, 2003 through June 30, 2004. Schedule II shall be effective from July 1, 2004 through June 30, 2005. Schedule III shall be effective from July 1, 2005 through June 30, 2006. The “step” increases shall, as set forth in § 18.3, be effective on the first day of the month of an employee’s hire, subject to § 18.5 (B) below.

(B) Payment of Step Increases After Expiration

- 1.** It is agreed that any step increase which otherwise would be payable after the expiration of this Agreement, on June 30, 2003, may be suspended pending the execution of a new Agreement, in the event that a reasonable expectation exists, at or prior to the date this Agreement expires, that the Employer’s projected cash receipts in the calendar year in which this Agreement expires (the “Expiration Year”) will be less than its actual cash receipts in the immediately preceding calendar year (the “Prior Year”).
- 2.** Any diminution in the amount of cash receipts projected to be received by the Employer in the Expiration Year from the New York City Emergency Assistance to Families (“EAF”) program shall be excluded from the calculation of cash receipts referred to in § 18.5(B)1 above, except to the extent that such diminution is projected to result from (a) a reduction by New York City either in EAF case reimbursement rate below the rate applicable in 1997 or in the maximum authorized aggregate EAF expenditure below the level actually achieved in 1997 by the Employer, or (b) discontinuance by the City of the EAF program.
- 3.** In the event that the expectation referred to in § 18.5 (B)1 above first exists more than thirty (30) days prior to the date this Agreement expires, the Employer agrees to give thirty (30) days’ prior notice of suspension of step increases. If such an expectation exists less than thirty (30) days prior to the date this Agreement expires based on information received during that thirty day period, the Employer shall give notice within two (2) days after such expiration is known.
- 4.** Every effort will be made by the Employer to file grant and/or contract paperwork in a timely fashion.

(C) Senior Staff Increase

Effective July 1, 2000, any employee who was above Step 21 of the scale as of June 30, 2000, shall receive an increase to Step 25 salary, if applicable based on their actual or adjusted years of service or four and one-half percent (4.5%) of their June 30, salary rate, whichever is greater. Effective July 1, 2001, any employee who remains above the scale shall receive a salary increase of four and one-quarter percent (4.25%) over their June 30, 2001 salary rate. Effective July 1, 2002, any employee who remains above the scale shall receive a salary increase of four percent (4%) over their June 30, 2002 salary rate.

Class VII

Salary Scale A - Attorneys

Years of Service	Step	Schedule I 7/1/03 - 6/30/04	Schedule II 7/1/04 - 6/30/05	Schedule III 7/1/05 - 6/30/06
0	1	41,915	43,334	44,767
1	2	43,858	45,297	46,750
2	3	45,803	47,261	48,734
3	4	49,233	50,725	52,232
4	5	51,679	53,196	54,728
5	6	54,187	55,729	57,286
6	7	56,692	58,259	59,842
7	8	58,176	59,758	61,356
8	9	59,491	61,086	62,697
9	10	61,121	62,732	64,359
10	11	62,867	64,496	66,141
11	12	64,496	66,141	67,802
12	13	66,126	67,787	69,465
13	14	67,755	69,433	71,127
14	15	69,386	71,080	72,791
15	16	70,700	72,407	74,131
16	17	72,019	73,739	75,476
17	18	73,335	75,068	76,819
18	19	74,652	76,399	78,163
19	20	75,966	77,726	79,503
20-24	21	79,916	81,715	83,532
25+	26	81,890	83,709	85,546

Salary Scale B – Law Graduates

Years of Service	Step	Schedule I 7/1/03 - 6/30/04	Schedule II 7/1/04 - 6/30/05	Schedule III 7/1/05 - 6/30/06
Any number	1	40,034	41,434	42,848

Salary Scale C - Class VI Legal Workers

Masters of Social Work

Years of Service	Step	Schedule I 7/1/03 - 6/30/04	Schedule II 7/1/04 - 6/30/05	Schedule III 7/1/05 - 6/30/06
0	1	37,822	39,200	40,592
1	2	39,702	41,099	42,510
2	3	41,582	42,998	44,428
3	4	43,464	44,899	46,348
4	5	45,345	46,798	48,266
5	6	47,226	48,698	50,185
6	7	49,105	50,596	52,102
7	8	50,675	52,182	53,704
8	9	52,241	53,763	55,301
9	10	53,832	55,370	56,924
10	11	55,374	56,928	58,497
11	12	56,941	58,510	60,095
12	13	58,509	60,094	61,695
13	14	60,076	61,677	63,294
14	15	61,643	63,259	64,892
15	16	62,897	64,526	66,171
16	17	64,151	65,793	67,451
17	18	65,406	67,060	68,731
18	19	66,657	68,324	70,007
19	20	67,911	69,590	71,286
20-24	21	71,673	73,390	75,124
25+	26	73,439	75,173	76,925

Salary Scale D– Class VI A Legal Workers

Database Administrator

Years of Service	Step	Schedule I 7/1/03 - 6/30/04	Schedule II 7/1/04 - 6/30/05	Schedule III 7/1/05 - 6/30/06
0	1	37822	39200	40592
1	2	39702	41099	42510
2	3	41582	42998	44428
3	4	43464	44899	46348
4	5	45345	46798	48266
5	6	47226	48698	50185
6	7	49105	50596	52102
7	8	50675	52182	53704
8	9	52241	53763	55301
9	10	53832	55370	56924
10	11	55374	56928	58497
11	12	56941	58510	60095
12	13	58509	60094	61695
13	14	60076	61677	63294
14	15	61643	63259	64892
15	16	62897	64526	66171
16	17	64151	65793	67451
17	18	65406	67060	68731
18	19	66657	68324	70007
19	20	67911	69590	71286
20-24	21	71673	73390	75124
25+	26	73439	75173	76925

Salary Scale E– Class VI B Legal Workers

Accountant II

Years of Service	Step	Schedule I 7/1/03 - 6/30/04	Schedule II 7/1/04 - 6/30/05	Schedule III 7/1/05 - 6/30/06
0	1	37822	39200	40592
1	2	39702	41099	42510
2	3	41582	42998	44428
3	4	43464	44899	46348
4	5	45345	46798	48266
5	6	47226	48698	50185
6	7	49105	50596	52102
7	8	50675	52182	53704
8	9	52241	53763	55301
9	10	53832	55370	56924
10	11	55374	56928	58497
11	12	56941	58510	60095
12	13	58509	60094	61695
13	14	60076	61677	63294
14	15	61643	63259	64892
15	16	62897	64526	66171
16	17	64151	65793	67451
17	18	65406	67060	68731
18	19	66657	68324	70007
19	20	67911	69590	71286
20-24	21	71673	73390	75124
25+	26	73439	75173	76925

Salary Scale F– Class V Legal Workers

Accountant I

Years of Service	Step	Schedule I 7/1/03 - 6/30/04	Schedule II 7/1/04 - 6/30/05	Schedule III 7/1/05 - 6/30/06
0	1	34217	35559	36914
1	2	35674	37031	38401
2	3	37132	38504	39889
3	4	38434	39819	41217
4	5	39734	41131	42543
5	6	41036	42446	43870
6	7	42335	43759	45196
7	8	43480	44915	46364
8	9	44624	46070	47531
9	10	45780	47238	48710
10	11	46818	48286	49769
11	12	47867	49345	50839
12	13	48918	50407	51911
13	14	49968	51468	52983
14	15	51017	52527	54053
15	16	51911	53430	54964
16	17	52805	54333	55877
17	18	53698	55235	56788
18	19	54590	56136	57697
19	20	55483	57038	58608
20-24	21	58164	59746	61343
25+	26	59593	61189	62801

Salary Scale G– Class V A Legal Workers

Purchasing Agent

Years of Service	Step	Schedule I 7/1/03 - 6/30/04	Schedule II 7/1/04 - 6/30/05	Schedule III 7/1/05 - 6/30/06
0	1	34217	35559	36914
1	2	35674	37031	38401
2	3	37132	38504	39889
3	4	38434	39819	41217
4	5	39734	41131	42543
5	6	41036	42446	43870
6	7	42335	43759	45196
7	8	43480	44915	46364
8	9	44624	46070	47531
9	10	45780	47238	48710
10	11	46818	48286	49769
11	12	47867	49345	50839
12	13	48918	50407	51911
13	14	49968	51468	52983
14	15	51017	52527	54053
15	16	51911	53430	54964
16	17	52805	54333	55877
17	18	53698	55235	56788
18	19	54590	56136	57697
19	20	55483	57038	58608
20-24	21	58164	59746	61343
25+	26	59593	61189	62801

Salary Scale H– Class IV Legal Workers

Legal Services Assistants, Organizers, Social Workers

Years of Service	Step	Schedule I 7/1/03 - 6/30/04	Schedule II 7/1/04 - 6/30/05	Schedule III 7/1/05 - 6/30/06
0	1	30,611	31,917	33,236
1	2	31,646	32,962	34,292
2	3	32,682	34,009	35,349
3	4	33,404	34,738	36,085
4	5	34,123	35,464	36,819
5	6	34,845	36,193	37,555
6	7	35,565	36,921	38,290
7	8	36,284	37,647	39,023
8	9	37,007	38,377	39,761
9	10	37,728	39,105	40,496
10	11	38,261	39,644	41,040
11	12	38,792	40,180	41,582
12	13	39,327	40,720	42,127
13	14	39,859	41,258	42,671
14	15	40,391	41,795	43,213
15	16	40,925	42,334	43,757
16	17	41,458	42,873	44,302
17	18	41,990	43,410	44,844
18	19	42,523	43,948	45,387
19	20	43,054	44,485	45,930
20-24	21	44,654	46,101	47,562
25+	26	45,747	47,204	48,676

Salary Scale I– Class IIIA Legal Workers

Bookkeeper, Payroll Assistant

Years of Service	Step	Schedule I 7/1/03 - 6/30/04	Schedule II 7/1/04 - 6/30/05	Schedule III 7/1/05 - 6/30/06
0	1	28383	29667	30964
1	2	29423	30717	32024
2	3	30262	31565	32881
3	4	31187	32499	33824
4	5	31903	33222	34554
5	6	32619	33945	35284
6	7	33337	34670	36017
7	8	34055	35396	36750
8	9	34771	36119	37480
9	10	35486	36841	38209
10	11	36011	37371	38745
11	12	36531	37896	39275
12	13	37053	38424	39808
13	14	37573	38949	40338
14	15	38096	39477	40872
15	16	38616	40002	41402
16	17	39138	40529	41934
17	18	39660	41057	42468
18	19	40182	41584	43000
19	20	40702	42109	43530
20-24	21	42269	43692	45129
25+	26	43300	44733	46180

Salary Scale J– Class IIIB Legal Workers

Production Assistant, Non Confidential Tech Support

Years of Service	Step	Schedule I 7/1/03 - 6/30/04	Schedule II 7/1/04 - 6/30/05	Schedule III 7/1/05 - 6/30/06
0	1	28383	29667	30964
1	2	29423	30717	32024
2	3	30262	31565	32881
3	4	31187	32499	33824
4	5	31903	33222	34554
5	6	32619	33945	35284
6	7	33337	34670	36017
7	8	34055	35396	36750
8	9	34771	36119	37480
9	10	35486	36841	38209
10	11	36011	37371	38745
11	12	36531	37896	39275
12	13	37053	38424	39808
13	14	37573	38949	40338
14	15	38096	39477	40872
15	16	38616	40002	41402
16	17	39138	40529	41934
17	18	39660	41057	42468
18	19	40182	41584	43000
19	20	40702	42109	43530
20-24	21	42269	43692	45129
25+	26	43300	44733	46180

Salary Scale K– Class III Legal Workers

Assistant Bookkeepers, Executive Secretaries, Intake Officers

Years of Service	Step	Schedule I 7/1/03 - 6/30/04	Schedule II 7/1/04 - 6/30/05	Schedule III 7/1/05 - 6/30/06
0	1	28,383	29,667	30,964
1	2	29,423	30,717	32,024
2	3	30,262	31,565	32,881
3	4	31,187	32,499	33,824
4	5	31,903	33,222	34,554
5	6	32,619	33,945	35,284
6	7	33,337	34,670	36,017
7	8	34,055	35,396	36,750
8	9	34,771	36,119	37,480
9	10	35,486	36,841	38,209
10	11	36,011	37,371	38,745
11	12	36,531	37,896	39,275
12	13	37,053	38,424	39,808
13	14	37,573	38,949	40,338
14	15	38,096	39,477	40,872
15	16	38,616	40,002	41,402
16	17	39,138	40,529	41,934
17	18	39,660	41,057	42,468
18	19	40,182	41,584	43,000
19	20	40,702	42,109	43,530
20-24	21	42,269	43,692	45,129
25+	26	43,300	44,733	46,180

Salary Scale L– Class II Legal Workers

Investigators/Process Servers, Staff Secretaries,

Switchboard Operators/Receptionists

Years of Service	Step	Schedule I 7/1/03 - 6/30/04	Schedule II 7/1/04 - 6/30/05	Schedule III 7/1/05 - 6/30/06
0	1	26,752	28,020	29,300
1	2	27,763	29,041	30,331
2	3	28,773	30,061	31,362
3	4	29,460	30,755	32,063
4	5	30,142	31,443	32,757
5	6	30,826	32,134	33,455
6	7	31,512	32,827	34,155
7	8	32,198	33,520	34,855
8	9	32,881	34,210	35,552
9	10	33,565	34,901	36,250
10	11	34,055	35,396	36,750
11	12	34,542	35,887	37,246
12	13	35,033	36,383	37,747
13	14	35,522	36,877	38,246
14	15	36,011	37,371	38,745
15	16	36,498	37,863	39,242
16	17	36,987	38,357	39,741
17	18	37,475	38,850	40,239
18	19	37,967	39,347	40,740
19	20	38,455	39,840	41,238
20-24	21	39,922	41,321	42,734
25+	26	40,895	42,304	43,727

Salary Scale M– Class I Legal Workers

Community Aides, Clerk Typists, Clerk Messengers,

Mailroom Specialists, Maintenance Persons

Years of Service	Step	Schedule I 7/1/03 - 6/30/04	Schedule II 7/1/04 - 6/30/05	Schedule III 7/1/05 - 6/30/06
0	1	26,428	27,692	28,969
1	2	27,438	28,712	29,999
2	3	28,445	29,729	31,026
3	4	29,130	30,421	31,725
4	5	29,817	31,115	32,426
5	6	30,501	31,806	33,124
6	7	31,187	32,499	33,824
7	8	31,871	33,190	34,522
8	9	32,556	33,882	35,221
9	10	33,239	34,571	35,917
10	11	33,728	35,065	36,416
11	12	34,216	35,558	36,914
12	13	34,706	36,053	37,414
13	14	35,194	36,546	37,911
14	15	35,684	37,041	38,411
15	16	36,171	37,533	38,908
16	17	36,662	38,029	39,409
17	18	37,152	38,524	39,909
18	19	37,641	39,017	40,407
19	20	38,130	39,511	40,906
20-24	21	39,595	40,991	42,401
25+	26	40,559	41,965	43,385

SALARY SCALE H - LAW STUDENTS

Law Students shall receive a minimum of \$7.00 per hour, if employed on an hourly basis, or \$245.00 per week, if employed on a weekly basis.

18.6 Salary After Assuming Higher Duties

(A) Salary After Promotion

If an employee is appointed to a permanent position, that employee shall receive the new salary immediately regardless of the pay status of the employee who previously occupied the line. If an employee was “acting” on the line for more than six (6) weeks, he/she shall also receive the differential in pay between the two lines from the date of assumption of the acting title until the permanent designation was made.

(B) Calculating Increase for Promoted Legal Worker

The salary for any legal worker who is promoted to a different legal worker job classification shall be calculated in the following manner:

1. An amount equal to the difference between the Step 1 salaries for the two positions, if any, shall be added to the employee’s current salary.
2. The employee shall then be placed on the applicable schedule for his or her new job classification at the next step greater than or equal to the figure obtained in § 18.6 (B)(1), above.

(C) Increase for Filling In

If an employee assumes a higher position for more than six (6) weeks, the employee shall receive the differential in starting salaries of the two positions retroactive to the first day of fill-in. If an employee fills in for less than six (6) weeks, additional pay may be given in the discretion of the Project Director. Fill-in scheduling shall not be done in such a way as to avoid the payment outlined above.

18.7 Salary Differentials

(A) Specialist/Coordinator Differential

The Project Director may within his/her sole discretion create, fill, refill, eliminate, or discontinue one position of Specialist for each of the following areas of legal services work per program: [1.] Publicly Subsidized Housing; [2.] Private/Other Housing; [3.] SSI/SSD; [4.] Government Benefits I (including Medicare, Income Maintenance/Other Welfare, Food Stamps); [5.] Government Benefits II (including Unemployment Insurance Benefits, Veterans Benefits, Workers Compensation); [6.] Family/Juvenile; [7.] Individual Rights (including Immigration/Naturalization, Mental Health, Prisoner’s Rights, Physically Disabled Rights); [8.] Employment (including Job Discrimination, Wage Claims and other Employment matters); [9.] Education; [10.] Consumer (including Bankruptcy/Debtor Relief, Collection/Repossession/ Deficiency/Garnishment, Contracts/Warranties, Credit Access, Energy, Loans/Installment Purchases, Public Utilities, Unfair Sales Practices and other Consumer/Finance matters); and [11.] Litigation Skills (including Administrative Proceedings, Trials, and Appeals); [12.] Computer systems and related equipment; and [13.] Community Outreach.

A staff attorney who is promoted to specialist shall receive a salary differential of three thousand (\$3,000) per year. A Legal Worker who is promoted to specialist shall receive a salary differential of two thousand (\$2,000) per year.

The salary level rates for the LSNY coordinators shall be increased by three thousand (\$3,000).

(B) Computerized Case Management System Operators

The Employer may assign to any secretary, receptionist or intake officer, and may request of any other legal worker the task of using a computerized case management system to record information, retrieve data, generate reports and otherwise use that case management software, provided that such other legal workers may decline such assignment. Any legal worker assigned this task will receive a salary differential of \$1,000 per year. The Employer may revoke such assignment and thereby discontinue the payment of said differential. Said revocation shall be subject to a reasonableness standard, and may be grieved up to the Executive Director, but is not arbitrable.

18.8 Paycheck Distribution

Employee paychecks shall be distributed on alternate Thursdays. All pay stubs shall detail time accruals and/or balances of sick leave and annual leave. Such detail will lag by one pay period.

18.9 “Reggies’ Wages”

The wages and benefits of a Reginald Heber Smith Fellow shall be no less than those provided in this Agreement.

19.0 INTERPRETATIONS AND DEFINITIONS

19.1 Employee Defined

The term “employee” means only those persons who work fourteen (14) hours per week or more, and who are in the collective bargaining unit described in § 1.1. It does not mean persons employed in offices of the Legal Aid Society.

19.2 Legal Worker Defined

The term “Legal Worker” will be employed to signify all employees in non-attorney classifications, where applicable.

19.3 Domestic Partner Defined

- (A) A couple will be regarded as “domestic partners” by the following criteria:
1. Both are eighteen (18) years of age or older, the same sex and unmarried;
 2. They are not related by blood in a manner that would bar marriage under the laws of the State of New York;
 3. They have a close and committed personal relationship; and
 4. They have been living together on a continuous basis for a period of at least six (6) months.

- (B) In order to obtain Domestic Partner status for the purposes of this Agreement, and employee must:

1. provide an Affidavit of Commitment (*see Appendix D-1*) to ensure that her/his domestic partner is the functional, factual equivalent of a legal spouse;
2. in such affidavit the employee will attest to at least two of the following:
 - (a) shared mortgage or lease;
 - (b) partner is the primary beneficiary in a life insurance policy;
 - (c) partner is the primary beneficiary in a retirement benefit or will;
 - (d) partner is assigned a durable power of attorney;
 - (e) ownership of a joint bank account or credit card;
 - (f) joint loan agreement or one partner acting as a guarantor of a loan for the other;
3. notify the Employer within thirty (30) days if there is any change in the domestic partnership, as attested to in the above referenced affidavit, that would change the eligibility of the employee's domestic partner. The employee will also submit an Affidavit of Separation (*see Appendix D-2*) of the domestic partnership. The employee must also affirm in a separate Affidavit of Notification to Domestic Partner (*see Appendix D3*) that s/he has mailed the Affidavit of Separation to her/his former domestic partner.

19.4 Child Defined

The term "child" shall mean the biological or adopted child of an employee; the biological or adopted child of an employee's domestic partner; and the stepchild of an employee.

19.5 Law Graduates

The title "Law Graduate" will be applied to employees in staff attorney positions who have not been admitted to the practice of law in the courts of the State of New York. Persons admitted to the practice of law in another state but not in New York may be employed as Staff Attorneys rather than Law Graduates if they apply, within two months of their employment, for admission pro hac vice to the practice of law in the State of New York, pursuant to the rules of the Courts of Appeals.

19.6 Executive Director's Powers

In this Agreement, insofar as central LSNY employees are concerned, the powers of the Executive Director shall include all powers of a Project Director.

19.7 Personnel Manual

Anything relating to employee-Employer relations is included in this Agreement, but may be reprinted in LSNY Personnel Manual. All such provisions heretofore in the manual, have been incorporated herein.

19.8 Business Day

Unless otherwise stated, any reference to days in this Agreement shall mean business days when the offices of the Employer are open.

19.9 Purpose of Agreement

The purpose of this Agreement is to establish the relationship between the Employer and the employees in the bargaining unit. The Union recognizes that the Employer maintains

the right to manage its operations. Furthermore, the rights and duties of the parties are specifically expressed in this Agreement, and any prior agreement is negated unless specifically incorporated herein. This Agreement constitutes the entire agreement between the parties.

19.10 “Zipper” Clause

The parties agree that they have bargained fully with respect to all proper subjects of collective bargaining and have settled all such matters as set forth in this Agreement.

19.11 Saving Clause

If a provision of this Agreement shall be declared invalid, such invalidity shall not impair the validity or enforceability of the remaining provisions of this Agreement. The parties shall promptly start to negotiate a replacement for the invalid provision.

19.12 Term of This Agreement

This agreement shall be effective as of and retroactive to July 1, 2000, except as otherwise provided herein, and shall terminate on June 30, 2003. It shall bind the signatories hereto, and the present and future OLSCs of the Employer, Programs, Divisions or Projects thereof, as determined by this contract, their successors and assigns, pursuant to applicable law.

19.13 No Derogation

No policies, manuals or rules promulgated by the Employer shall derogate or detract from the rights or benefits granted to the employees by this Agreement.

19.14 Article Headings

The article headings are for general identification only and shall not be construed in a substantive manner.

SIDE LETTERS

SIDE LETTER re: Health Care Coverage 03/06 Contract:

In the first plan year that an employee waives health care coverage entirely by certifying that she/he (and dependents where applicable) receive alternative coverage, he/she shall receive a switch incentive in an amount equivalent to 50% of the current cost of HIP HMO coverage. (Currently, these incentives – 50% of the annual cost of HMO coverage—for an individual would be \$1828.86 and for a family would be \$4480.36). If an employee waives family coverage and retains individual coverage by certifying that dependants receive alternative coverage, he/she shall receive a bonus of 50% of the difference between the annual cost of HMO coverage for a family and for an individual (currently, the incentive – 50% of that difference – would be \$2,651.5). These incentives will be 25% in subsequent plan years after the “switch” year.

By January 1, 2004, in order for employees to make informed choices, LSNY will provide detailed information to all employees about four separate health benefit options:

1. the current HIP HMO plan
2. the Empire Health Choice HMO
3. A plan that differs from the plan currently offered by CIGNA by including cost-saving items to be determined, including items such as in-network coinsurance of 90%, out of network coinsurance of 70%, a hospital deduction of \$250, and a 10/20/35 prescription drug plan. (“low”)
4. A plan that only differs from the plan currently offered CIGNA as agreed to in the memorandum of agreement dated October 15, 2003. (“high”)

By February 29, 2004, each employee will choose his or her health plan. For each employee who chooses to switch to any plan other than high for the plan year from March 1, 2004, to February 28, 2005, LSNY will offer an amount equivalent to 25% of the difference in premiums between that plan and our current CIGNA high plan (or its successor). (For example, currently, these incentives for the difference between the HIP HMO plan and CIGNA high – 25% of that difference – would be \$986.70 for individual coverage and \$1925.79 for family coverage.) Payments shall be made to employees on a quarterly basis. These incentives will be 12.5% in subsequent plan years after the “switch” year.

Both parties recognize that there is language in the expired CBA that is no longer relevant and needs editing, including references to prior health care coverage. The parties agree to review and revise or delete these references and edit the language as necessary.

SIDE LETTER re: 7.3(D) and 7.3(E) 03/06 Contract:

1. Hiring Preference for laid off members of the MFY bargaining unit: LSNY will extend the hiring preferences for laid off employees in **Sections 7.3(D)** of the contract through December 31, 2003 to bargaining unit members at MFY Legal Services who were actively employed at MFY on January 1, 2003. Any

laid-off employee from MFY would carry his or her seniority into the new position.

2. Hiring Preferences for members of the MFY bargaining unit: LSNY will extend the hiring preferences in **Sections 7.3(E)** of the contract to bargaining unit members at MFY Legal Services who were actively employed at MFY on January 1, 2003 and who apply for a transfer on or before June 30, 2004. Any transferred employee from MFY would carry his or her seniority into the new position.

SIDE LETTER re: Unit Clarification 03/06 Contract:

1. LSNY agrees to reclassify the following positions as nonmanagerial and nonexcluded and agrees that they will go into the bargaining unit without card check:
 - a. Assistant Payroll administrator
 - b. Database administrator
 - c. Non-confidential tech support
2. LSNY agrees that the following positions are nonmanagerial and nonexcluded and agrees to recognize those positions as bargaining unit positions if a majority of the people in those positions sign card checks that are approved by a neutral party to be agreed upon by union and management within 21 days of the ratification of this agreement:
 - a. Accounts payable clerk
 - b. Purchasing agent
 - c. Senior accountant
 - d. Junior accountant
 - e. Bookkeeper
3. Interim job descriptions and interim titles for the titles listed under sections 1 and 2 above are proposed to be as attached. However, LSNY reserves the right to modify or amend those titles and job descriptions until December 31, 2004 pursuant to the following procedure, which will also be applied to the interim job descriptions and titles for all positions that are recognized as bargaining unit positions. This process shall be an exception to the requirements of **§14.3(G)** related to changes in job descriptions and similar to the provisions of **§8.2(D)** related to change in work rules: LSNY will propose a modified or amended title or job description or both to LSSA. LSSA will have 10 days from the LSSA President's acknowledged receipt of LSNY's written proposal to make a request to bargain. Should LSSA choose not to request bargaining within 10 days or should the Executive Director or his/her designee thereafter decide that an impasse has been reached, the proposed amendments or modification to the title or job description shall take effect and shall remain in effect unless reversed as the result of final resolution of any grievance or arbitration on the matter. LSNY agrees not to make modifications or amendments pursuant to this provision that would make the positions excluded, managerial or inconsistent with duties required for smooth operation of the fiscal department.

Salaries for the persons in the positions listed in sections 1 above shall be and for the persons in the positions listed in section 2 above are proposed to be in accordance with the attached schedule, but in no event shall the salary of any individual affected by the changes in 1 and 2 above be less than the salary that individual received on June 30, 2003, plus any raise negotiated for the bargaining unit in this contract.

4. LSNY agrees to reclassify the job titles of the following individuals based on the work actually done by those individuals as follows:
 - a. The job title of the individual currently holding the position of assistant housing unit director at the East Brooklyn office of Brooklyn A will be reclassified to Paralegal
 - b. The job title of the individual currently holding the title of administrative assistant at the Bushwick office of Brooklyn A will be reclassified to Executive Secretary.

Individuals reclassified pursuant to this provision will receive the salary they received on June 30, 2003 plus any steps or salary increase applied to their newly reclassified position under the contract renewal commencing July 1, 2003 or the salary for the step levels they are on in their newly reclassified position under the contract renewal commencing July 1, 2003, whichever is higher. However, if the current June 30, 2003 salary of either of these individual exceeds the salary for the newly reclassified position, salary and step increases under the contract commencing July 1, 2003 will be half of the salary and step increases until such time as that individual's salary is equal to the salary for others his or her step level in the newly reclassified job title.

5. With respect to any of the individuals affected by the sections above, all materials in those individuals' personnel records, including records of disciplinary action, shall remain in the files for as long as would have been permissible had the individuals been members of the collective bargaining unit at the time the materials were placed in the files. However, such individuals and the Union will be given notice of any disciplinary notice and ten (10) days for receipt of the notice to grieve. Any grievance will be limited to the substance of the disciplinary notice and not the process by which it was implemented.
6. LSSA agrees that it will not in any forum or by any method, other than by card check or election for job titles that are in the collective bargaining agreement as of the date of this agreement for job categories which LSNY agrees in this agreement in paragraph 1, 2, and 4 above are nonmanagerial and not excluded from the bargaining unit under the NLRA, pursue further clarifications, reclassifications, placement into or out of the bargaining unit or in any other way challenge the collective bargaining unit or management status of any position or of any individual employed anywhere in LSNY, its units or constituent corporations in existence as of the date of the signing of this collective bargaining agreement.

SIDE LETTER re: Training 03/06 Contract: The training committee will oversee the development of this training, which shall be offered for implementation no later than the fall of 2004. It is understood that oral or written interpretation will continue to be provided while training is being designed and implemented.

IN WITNESS WHEREOF, the parties have signed this Agreement.

ANDREW SCHERER
Executive Director
Legal Services for New York City
on its behalf and on behalf of its
delegate corporations, divisions
projects or programs

GHITA SCHWARZ
President/Unit Chair
Legal Services Staff Association
NOLSW, International Union UAW,
Local 2320, AFL-CIO

ELLEN WALLACE
President
National Organization of Legal
Services Workers, International
Union UAW, Local 2320, AFL-CIO

APPENDIX A

LSNY Sexual Harassment Policy

POLICY STATEMENT

It is the policy of the Legal Services for New York City (LSNY) that all employees shall have the right to work, and all clients have the right to be served, in an atmosphere free from sexual harassment. Sexual harassment infringes on an employee's right to a working environment, and a client's right to a service environment, which is free of discrimination. It can occur when there is a difference of power between the persons involved. It can occur also between persons of equal status. We will not condone sexual harassment by or against any employee or client.

Definitions

Unwelcome sexual advances, requests for sexual favors and other verbal expressions, as well as physical contact of a sexual nature constitute sexual harassment when:

- (1) submission to such conduct is made, either explicitly or implicitly, a condition of employment career advancement or, in the case of clients, a condition of provision of services,
- (2) submission to or rejection of such conduct is used as a basis for employment or case acceptance decisions affecting an individual, or
- (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance, or receipt of legal services, or of creating an intimidating, hostile or offensive work or service environment.

These activities are expressly forbidden and will not be tolerated. Engagement in any of these activities may result in disciplinary action up to and including termination. To help achieve the goal of a work and service atmosphere free of sexual harassment, LSNY will make available at least once a year workshops for all staff.

LSNY policy requires further that staff be advised that consenting romantic and sexual relationships between an employee and his/her co-worker or subordinate, and/or between an employee and a client, are generally considered unwise in that the colleague's or client's freedom of choice may be diminished in such circumstances and other employees and clients also may be adversely affected by such behavior. For example, such behavior could place a supervisor in a position to favor, or to appear to favor, one employee's interests at the expense of others, and/or such behavior could place an employee in a position to favor, or to appear to favor, one client's interests at the expense of others. Such behavior may also implicitly suggest that obtaining benefits or services is contingent on amorous or sexual favors. For such various reasons it is the policy of LSNY to assure that each employee is made aware of the possible risks of such a relationship.

Specific Requirements

A supervisor must withdraw from and may not participate in activities or decisions, including, but not limited to, those involving hiring, evaluations, promotions, and discipline, which may reward or penalize any person with whom the supervisor has or has had a romantic and/or sexual relationship. An employee must withdraw from and may not participate in representational activities for a client with whom the employee has or has had such a relationship. It is the responsibility of any supervisor involved in any such relationship with an employee or client and any employee involved in any such relationship with a client to notify his/her immediate supervisor or the Project Director of the existence of any such relationship.

Education and training (heretofore “workshops”) shall be made available, within a reasonable period of time, for all managers and workers as a preventive measure to acquaint everyone with sexual harassment policies and procedures and how these are applied to real life situations.

Examples of Sexual Harassment

Sexual harassment encompasses any sexual attention which is unwelcome. Examples of the verbal or physical conduct which may violate LSNY policy include, but are not limited to:

- a. Physical contact;
- b. Direct or implied threats that submission to sexual advances will be a condition of employment, work status, promotion, evaluations, letters of recommendation, or to the receipt of program services;
- c. Direct propositions of a sexual nature;
- d. Subtle pressure for sexual activities;
- e. A pattern of conduct, which would discomfort or humiliate a reasonable person, and includes one or more of the following:
 - (i) sexually explicit statements, questions, jokes, anecdotes, and sexually explicit photographs, posters, paintings or other physical depictions;
 - (ii) unnecessary intentional touching, petting, hugging, or brushing against a person’s body;
 - (iii) remarks of a sexual nature about a person’s clothing or body; or
 - (iv) remarks about sexual activity or speculations about previous sexual experiences.

With exception of (ii) above, such conduct is prohibited whether intentional or not.

Sexual Harassment Complaint Procedure

(1) Client complaints of sexual harassment shall be processed in the same manner as other complaints under the Complaint Grievance procedure of the Project involved.

(2) LSNY will create a panel on sexual harassment which will consist of eight (8) supervisors, one from each project, at least two (2) of whom shall be women and at least two (2) of whom shall be men, including a Chair. Members of the panel shall be given adequate training regarding sexual harassment, decisional standards used in such cases as well as LSNY's policy and procedures. It will be the function of the panel to investigate complaints. The panel will meet regularly to review problems, suggest solutions and to receive on-going training.

Members of the panel will be appointed by the Executive Director for staggered two year terms and may be reappointed. If any panel member should be accused of sexual harassment, he/she shall promptly be suspended from the panel pending investigation of the allegations. During the period of suspension, the Executive Director shall promptly appoint an interim panel member in the place of the suspended panel member. A Chair of the panel shall be appointed by the Executive Director. The list of panel members, and their telephone numbers shall be posted in each office.

(3) Any employee who believes he or she has been the subject of sexual harassment shall report the alleged act immediately to the member of the panel designated who is from the employee's project or if the employee is not comfortable with the member of the panel from his or her project, any member of the panel may be contacted.

(4) Supervisors observing such harassment shall take immediate corrective action and shall notify the panel member and Project Director from his/her project and the Executive Director of the conduct which was observed and of the corrective action which has been taken.

(5) All complaints will be handled in accordance with the times set forth herein.

(6) When a complaint is brought to the attention of a member of the panel, the person to whom the complaint is brought will discuss it with the complainant and, at the complainant's request, may help resolve the complaint informally, working with the Project Director of the complainant's program and the Executive Director. The person to whom the informal complaint is brought will not inform anyone, other than panel members, the Project Director of the complainant's program and the Executive Director, of the complainant's complaint without the consent of the complainant. If the complaint cannot be resolved informally, at the option of the complainant, it may be converted, within a reasonable period of time, into a formal complaint by either an oral or written request to the panel member, and will be investigated pursuant to the procedures set forth below.

(7) Upon receiving such a request, the panel member will within five (5) business days, notify the Chair, the complainant's Project Director and the Executive Director. Within five (5) business days of being notified, the Chair will appoint two additional panel members selected on a rotating and sequential basis from a list maintained by the Chair. Written notice will then be given by the selected panel members to the accused within five (5) business days, which will include a summary of the factual allegations and unless unnecessary to the investigation, the name of the complainant. The selected panel members shall normally

conclude the investigation of the allegations within twenty (20), but no more than thirty (30) business days. The Chair will within ten (10) business days notify the complainant's Project Director and the Executive Director of the results of the investigation, of any steps necessary to remedy the problem and of any recommendations of disciplinary action made by the investigating panel members. The complainant's Project Director or Executive Director, in the case of an LSNY complaint, may meet with the investigating panel members, the Chair, any witnesses and the accused and shall render a decision within ten (10) business days. If the complainant is dissatisfied with the decision of the Project Director, the complainant may appeal to the Personnel Committee of the Board of Directors of his/her program, the Executive Director, and Operations, Compliance and Personnel Committee of the LSNY Board of Directors, in that order.

In the event that the complaint involves a Project Director, the Chair shall notify the Personnel Committee of that program's Board of Directors of the results of the investigation, of any steps necessary to remedy the problem and other any recommendations of disciplinary action made by the investigating panel members. If the complainant is dissatisfied with the decision of the personnel committee of that program's Board of Directors, the complainant may appeal to the Operations, Compliance and Personnel Committee of the LSNY Board of Directors.

In the event that the complaint involves the Executive Director, the Chair shall notify the Operations, Compliance and Personnel Committee of the LSNY Board of Directors of the results of the investigation, of any steps necessary to remedy the problem and of any recommendations of disciplinary action made by the investigating panel members.

Impartial And Fair Investigation

- (1) Employees and clients shall receive an impartial and fair investigation.
- (2) All employees and clients shall be protected from coercion, intimidation, retaliation, interference or discrimination for filing a complaint or assisting in the investigation.
- (3) Any person filing a complaint may have another person present or otherwise assist them when appearing before the investigating panel, the Chair, the Project Director, the Executive Director or committees of the Boards of Directors.
- (4) The complainant, the accused and their representative, if any, will be informed, in writing, of the results of the investigation. Investigation of a formal complaint will normally include conferring with the parties involved and any named or apparent witnesses.

Confidentiality

Confidentiality will be preserved except when disclosure is required by law, is necessary to defend LSNY or the OLSC against allegations of misconduct, or is necessary as a result of the imposition of any sanction pursuant to this policy. The purpose of this provision is to protect the confidentiality of the employee or client who files a complaint, to encourage the reporting of any incidence of sexual harassment and to protect the reputation of any employee wrongfully charged with sexual harassment.

Violations

- (1) If the investigation reveals that the complaint is valid, prompt attention and action designed to stop the harassment and to prevent its recurrence will be taken.
- (2) Violations of this policy, whether or not they have led to the filing of a formal complaint by the injured party, will be subject to disciplinary action under the LSNY Personnel Manual and/or under the Collective Bargaining Agreement as appropriate.

General Provisions

- (1) Employees retain any right under local, state, or federal laws regarding sexual harassment, and exhaustion of rights under this policy shall not be a condition precedent to pursuing those rights.
- (2) Except as specifically listed under the sexual harassment provision in the Collective Bargaining Agreement (**Section 16.4**), nothing in this policy shall be construed to give the Union or any individual the right to seek arbitration concerning this policy or the outcome of any individual sexual harassment complaint.
- (3) Each legal services office shall post a notice in English and Spanish and any other language appropriate for the particular office which states:

“It is the policy of Legal Services for New York City (LSNY) that all employees shall have the right to work, and all clients have the right to be served, in an atmosphere free from sexual harassment. Sexual harassment infringes on an employee’s right to a working environment, and a client’s right to a service environment which is free of discrimination. LSNY will not condone sexual harassment by or against any employee or client. Examples of the verbal or physical conduct which may violate LSNY Policy include, but are not limited to:

- a. Physical contact;
- b. Direct or implied threats that submission to sexual advances will be a condition of employment, work status, promotion, evaluations, letters of recommendation, or to the receipt of program services;
- c. Direct propositions of a sexual nature;
- d. Subtle pressure for sexual activities.

If you believe that a legal services employee has sexually harassed you, you may request to receive a copy of the policy which includes the procedures on how to make a complaint.”

APPENDIX B

LSSA Authorization for Check-Off

To: Legal Services for New York City, and its appropriate delegate corporations.

1. Check box if you choose to become a member of the LSSA.

The undersigned hereby authorizes and directs you to deduct from the bi-weekly wages earned and to be earned by me as your employee such amounts as the Legal Services Staff Association shall, from time to time, duly establish as its membership dues and initiation fees for membership in the Association, and to remit the amounts so deducted to the Association.

2. Check box if you choose NOT to become a member of LSSA.

The undersigned hereby authorizes and directs you to deduct from the bi-weekly wages earned and to be earned by me as your employee such amounts as the Legal Services Staff Association shall, from time to time, duly establish as its agency fees and registration fees for employees who choose not to be members of the Association, and to remit the amounts so deducted to the Association.

DATE _____

SIGNATURE _____

PRINT NAME _____

HOME ADDRESS _____

HOME TELEPHONE NO. _____

SOCIAL SECURITY NO. _____

DELEGATE CORPORATION _____

APPENDIX C

Authorization for Assignment and checkoff of Contributions to UAW V-CAP

To: Legal Services for New York City, and its appropriate delegate corporations.

I hereby assign to UAW V-CAP, from any wages earned or to be earned by me as your employee, the sum of (circle one):

\$1.00 \$3.00 \$5.00 Other \$ _____

each and every month. I hereby authorize and direct you to deduct such amounts from my pay and remit same to UAW V-CAP at such times and in such manner as may be agreed between you and the Union at any time while this authorization is in effect.

This authorization is voluntarily made. I understand that the signing of this authorization and the making of payments to UAW V-CAP are not conditions of membership in the Union or of employment with Legal Services for New York City, that I have the right to refuse to sign this authorization and contribute to UAW V-CAP without any reprisal, that UAW V-CAP will use the money it receives to make political contributions and expenditures in connection with federal, state and local elections, that all UAW members may be eligible for V-CAP raffle drawings, regardless of whether they make a contribution to UAW V-CAP, and that the monies contributed to UAW V-CAP constitute a voluntary contribution to a joint fundraising effort by the UAW and the AFL-CIO. Contributions or gifts to UAW V-CAP are not deductible as charitable contributions for federal tax purposes.

I also understand that the guidelines for contributions to UAW V-CAP set forth are merely suggestions, that I can contribute more or less than the guidelines suggest, and that the Union will not favor or disadvantage me based on the amount of my contribution or any decision not to contribute.

Name (Print) _____ **SS#** _____

LSNY Delegate Corporation _____

UAW Region: 9A **Local Union:** 2320 **Unit:** Legal Services Staff Association

Dated: _____ **Signature:** _____

UAW V-CAP is an independent political committee created by the UAW. This committee does not ask for or accept authorizations from any candidate and no candidate is responsible for its activities.

APPENDIX D-1

Affidavit of Commitment

State of New York)
County of _____) ss.:

_____, being duly sworn, deposes and says:

1. I, _____, an employed by Legal Services for New York City, Inc.
2. _____, is my domestic partner.
3. My domestic partner and I are both eighteen (18) years of age or older and unmarried.
4. We are not related by blood in a manner that would bar marriage under the laws of the State of New York.
5. We have a close and committed personal relationship.
6. We have been living together on a continuous basis for at least six (6) months prior to the date of this affidavit.
7. We meet at least two (2) of the following criteria:
 - (a) We have a shared mortgage or lease;
 - (b) One partner is the primary beneficiary in a life insurance policy of the other;
 - (c) One partner is the primary beneficiary in a retirement benefit or will of the other;
 - (d) One partner has assigned a durable power of attorney to the other;
 - (e) We share ownership in a joint bank account or credit card;
 - (f) We have a joint loan agreement or one partner is acting as a guarantor of a loan for the other.

(Employee's Signature -- Print Name Beneath)

Sworn to before me this
_____ day of _____, 200_

NOTARY PUBLIC

APPENDIX D-2

Affidavit of Separation

State of New York)
County of _____) ss.:

_____, being duly sworn, deposes and says:

1. I, _____, an employed by Legal Services for New York City, Inc.

2. On the _____ day of _____, _____, I submitted an Affidavit of commitment to Legal Services for New York City, Inc., declaring _____ as my domestic partner.

3. As of the signing of this affidavit, I acknowledge that the herein referenced domestic partnership is terminated.

4. I understand that the termination of the formerly acknowledged domestic partnership makes us ineligible for the benefits formerly granted to us in the Collective Bargaining Agreement between the Employer and the Union.

5. I further understand that the termination of health benefits for my former domestic partner becomes effective within sixty (60) days of signing this affidavit.

(Employee's Signature--Print Name Beneath)

Sworn to before me this

_____ day of _____, 200_

NOTARY PUBLIC

APPENDIX D-3

Affidavit of Notification to Domestic Partner

State of New York)
County of _____) ss.:

_____, being duly sworn, deposes and says:

1. I, _____, an employed by Legal Services for New York City, Inc.

2. I have mailed a copy of the Affidavit of Separation to _____ my former domestic partner, at the following address:

(Employee's Signature--Print Name Beneath)

Sworn to before me this
___ day of _____, 200__

NOTARY PUBLIC

APPENDIX E

Side Agreement Regarding Evaluation of 403(b) Plan and Consideration of Options

As of January 1, 2001, the Union and the Employer agree that the Employer will continue to contract with Diversified Investments as the provider of the 403(b) plan while *both parties* evaluate the Diversified plan and consider other options. The Union and the Employer understand that negotiations with Diversified have resulted in the elimination of the \$20 per year per participant fee. In addition, Diversified has agreed to eliminate the \$50 per year fee for participants who may choose to participate in the Charles Schwab mutual fund option when it is made available. The Employer shall make the Charles Schwab mutual fund option available as soon as practicable after the date of the ratification of this Agreement. The Union and the Employer agree to designate an equal number of members to serve in a Pension Advisory Committee. The Committee will research and recommend a consultant to review the current plan, solicit proposals for alternative providers, and recommend certain providers for consideration by the Committee and the Trustees. The consultant will be paid by the Employer. The consultant will be retained as soon as is practicable, but no later than March 1, 2001, and will be expected to complete his or her work no later than June 30, 2001. The Committee will make its recommendation to the Trustees as soon as practicable after that date but no later than August 15, 2001. It is understood that final authority with respect to any decisions affecting the 403(b) plan rests solely with the Trustees of the plan. The Trustees will decide, as soon as practicable, but no later than September 15, 2001, whether to remain with Diversified or to move the plan to a different provider.

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