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For The Rep

1443



Tenderloin Housing Clinic  
Housing, Legal, and Supportive Services

T-A

**TENTATIVE AGREEMENT**

**Service Employee International Union Local 1021  
AND  
Tenderloin Housing Clinic**

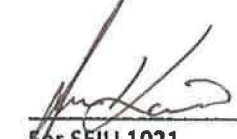
Negotiation Agreement:

Both parties agree to the following attached package proposals:

Wages  
Side Letter #3 Law Office – Work from Home

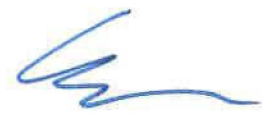
Any sections of the current CBA not expressly proposed to be modified by either party are understood to be maintained in the successor agreement.

  
\_\_\_\_\_  
For Tenderloin Housing Clinic

  
\_\_\_\_\_  
For SEIU 1021  
Khalil Said  
Union Rep.


5/24/2023

Eric Weston  
Para legal



Anne Toy  
Paralegal



Sam Meredith  
Chapter President 



Tenderloin Housing Clinic  
*Housing, Legal, and Supportive Services*

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**SIDE LETTER #3**  
**Legal Department – Work from Home Day**

Based on the uniqueness of the Legal Department' Bargaining Unit Staff's work, THC will allow the Legal Department Bargaining Unit Staff to continue to have one (1) optional work from home day per week for the duration of the current CBA.

Legal Department Bargaining Unit Staff will follow the established Legal Department's procedure for use of the optional work from home day including scheduling.



**WAGES PROPOSAL AGREEMENT**

Base Rate increases and any agreed upon terms, including compaction and retroactive pay, of this wage proposal will only apply to current staff employed by THC as of the date of agreement of this proposal. Any potential future increases for the duration of the current CBA will be governed by Article 12, Section 2. of the CBA.

**Base Rate Increase-**

THC agrees to the following increases for the Legal Department bargaining positions.

Paralegal \$4.36/hr.

Legal Word Processor \$4.36/hr.

Intake Coordinator \$8.00/hr.

**Current Base Rates**

Paralegal	\$25.6400	\$49,998.00	3
Legal Word Processor	\$25.6400	\$49,998.00	1
Intake Coordinator	\$22.0000	\$42,900.00	1

**Base Rates after Increases**

Paralegal	\$30.0000	\$58,500.00	3
Legal Word Processor	\$30.0000	\$58,500.00	1
Intake Coordinator	\$30.0000	\$58,500.00	1

**Compaction Pay-**

This compaction pay calculation shall apply to current staff working in the Legal Department's bargaining unit positions that are being paid at a rate above the starting base rate for their position prior to implementing the new base pay rate. As of the agreement date of this tentative agreement any employee meeting this criterion will receive compaction pay equal to the agreed upon base rate pay increase for the respective position multiplied by hours worked. Compaction Pay will be retroactive to July 1, 2022, or any working periods from July 1, 2022, through the first day of the pay period when the retroactive pay is issued.

Job Title	Hourly Pay Rate	Proposed New Hourly Pay Rate	Compaction Pay
Paralegal	\$25.6400	\$30.0000	\$4.36
Legal Word Processor	\$25.6400	\$30.0000	\$4.36
Intake Coordinator	\$22.0000	\$30.0000	\$8.00