

## **Memorandum of Agreement**

The parties agree to modify their Collective Bargaining Agreement in the following manner effective January 1, 2024.

The salary article in Appendix A will be replaced by the following:

The minimum salary for full-time employees covered by this agreement is \$50,000 per year. In addition to that minimum, each employee shall be eligible for additional pay based upon qualifications and experience as laid out below:

- Associate's degree (if the terminal degree, does not stack with Bachelor's): \$500
- Bachelor's degree: \$1,000
- Master's degree: \$1,000
- Other relevant educational certificate: \$375 which will be paid for relevant educational certificates not purchased by SAF.
- Written and oral Bilingual proficiency in a relevant language: \$1,500 (which will be assessed for new staff during hiring interviews).

In addition to that base salary, an employee's salary shall be increased by the following amounts based upon their years of adult work experience (starting at age 18) in labor or advocacy organizations or farmwork:

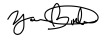
- 1 to 3 years: \$1,000
- 4 to 6 years: \$2,500
- 7 to 11 years: \$3,500
- 12 to 17 years: \$4,500
- 17 to 20 years: \$5,000
- 21 or more years: \$6,000

These experience increases are given on an on-going basis, so employees shall be awarded the relevant increases in salary as they gain time in employment with Student Action with Farmworkers.

Salaries based on this calculation remain in effect until a successor agreement is fully negotiated. To initiate consideration of any salary increase or bonus for staff before a successor agreement is fully negotiated, the Board of Directors will determine what funds are available for any staff salary increase or bonus and will take a vote to decide the amount of available funds. These available funds will be split evenly (same dollar amount, pro-rated for part time staff) between all staff, including those covered by this bargaining agreement.

Agreed,

FOR WBNG:



Yessie Bustos

18/07/24

Date



Dannette Sharpley

19/07/24

Date

Evan Yeats

Evan Yeats (Jul 18, 2024 12:44 EDT)

Evan Yeats

18/07/24

Date

FOR SAF:

Sandra Rodriguez

Sandra Rodriguez (Jul 24, 2024 20:30 EDT)

Sandra Rodriguez

24/07/24

Date



Sylvia Zapata Shoemaker

24/07/24

Date












# MOU\_Management Updates 7-1-2024 (1)


Final Audit Report

2024-07-25

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 Agreement completed.

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