



FOR IMMEDIATE RELEASE

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**MARYLAND LEGAL AID WORKERS UNION RATIFIES NEW COLLECTIVE
BARGAINING AGREEMENT FOR 2023**

BALTIMORE, MD., (December 20, 2022) - Maryland Legal Aid (MLA) and the Maryland Legal Aid Workers (MDLAW), representing MLA's legal staff, are proud to jointly announce they have ratified the Collective Bargaining Agreement (CBA) for 2023 by unanimous vote of MDLAW, with an unprecedented ratification rate of 92%. The one-year agreement demonstrates a commitment to prioritize the needs of MLA and Maryland Center for Legal Assistance (MCLA) employees.

The 2023 CBA includes the following improvements for all staff:

- significant base salary increases;
- embracing hybrid work;
- providing 401k employer contribution of 5% of salary at hire;
- doubling the amount of paid parental leave and providing eligibility for leave without a waiting period;
- providing an annual \$600 payment for staff who opt out of the employer-provided health plan;
- recognizing multi-lingual staff with additional compensation;
- creating a new category of legal staff, case-handling paralegals, who are permitted by law to provide direct representation of clients.

MLA Executive Director Vicki Schultz said: "We are pleased to address the needs of our staff as we rebuild and strengthen MLA, and our sister organization, MCLA, to be a force for justice and equity for our clients and the communities we represent throughout the state. I am grateful to our staff for their commitment and dedication to expand access to justice for all Marylanders."

MDLAW President Victoria Robinson said: "This was definitely not an us against them situation. We decided on what needed to be done to improve the MLA work environment and simply worked through the differences until we reached an agreement to achieve that goal."

These employee-centered improvements and changes will apply to all of MLA's and MCLA's valued staff.

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About MDLAW

The Maryland Legal Aid Workers (MDLAW) is a Unit of the National Organization of Legal Service Workers (NOLSW), International Union UAW, Local 2320, AFL-CIO. MDLAW represents Maryland Legal Aid's legal staff.

About Maryland Legal Aid

Maryland Legal Aid (MLA) is a statewide, nonprofit law firm that provides free, civil legal services to people experiencing poverty. MLA handles cases addressing the most fundamental needs of its clients, including family, housing, income support, healthcare, employment, and consumer law. MLA also represents children in CINA (Child in Need of Assistance) proceedings and other vulnerable populations, including homeowners facing foreclosure, migrant and seasonal farm workers, people with developmental and mental health disabilities, nursing home and assisted living residents, and veterans seeking benefits. MLA's Community Lawyering Initiative, which includes its Lawyer in the Library program, provides advice and assistance with expungement of criminal records and other vital civil legal matters through community-based clinics.