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## Center on Budget and Policy Priorities Ratifies New Union Contract

WASHINGTON, D.C. – The Center on Budget and Policy Priorities (CBPP), a nonpartisan research and policy institute, and employees represented by the Nonprofit Professional Employees Union (NPEU), IFPTE Local 70, have ratified a new collective bargaining agreement. This agreement is the second union contract for CBPP employees, who formed a union in 2018.

The new contract increases worker pay and expands workplace flexibility, transparency, and opportunity in important areas such as hiring, career development, and benefits.

“This contract means more money, more flexibility, and more fair and transparent policies about working conditions, paid time off, and more,” said union President and CBPP staff member Paul Jones. “It strengthens the union’s ability to advocate for our collective needs, and individual members’ ability to advocate for themselves.”

“The new contract brings important new benefits to our employees and strengthens the organization as a whole,” said CBPP President Sharon Parrott. “Both the union and management brought to the table a spirit of collaboration and a commitment to making CBPP the best it can be, and that spirit and commitment are evident in the contract itself.”

Contract highlights include:

- A hybrid work, remote work, and additional teleworking policy that provides more flexibility and transparency.
- A guaranteed, retroactive cost-of-living adjustment for all members this year.
- Increases to the salary minimum for every salary grade.
- A guarantee that all union members will have updated job descriptions within a year.

- Improvements to the performance review and promotions processes.
- Guaranteed union participation in CBPP's diversity, equity, and inclusion work.
- Improvements to the progressive disciplinary process and the creation of a non-disciplinary corrective action process.
- Improved processes and transparency in our paid family and medical leave benefits.

“Congratulations to our members at CBPP on their second strong contract,” said NPEU President Hayley Brown. “We’re excited to see them continue to raise standards in their workplace and in our industry.”

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**The Center on Budget and Policy Priorities** ([CBPP](#)) is a nonprofit, nonpartisan research organization and policy institute that conducts research and analysis on a range of government policies and programs. It is supported primarily by foundation grants.

**The Nonprofit Professional Employees Union** ([NPEU](#)), a local of the International Federation of Professional and Technical Engineers, represents employees at fifty nonprofit organizations, including Food and Water Watch, the Center for American Progress, and Action Squared. With over a thousand members, NPEU gives nonprofit workers a voice to strengthen their workplaces and continue to do work that makes a difference in people’s lives.