

100%

ORGANIZATION PAID HEALTH BENEFITS*

The Center for Constitutional Rights offers generous benefits and paid time off, as well as several perks.

Eligible members of the Center for Constitutional Rights staff are unionized through the National Organization of Legal Services Workers (NOLSW), United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) Local 2320, AFL-CIO. The union currently represents 81 percent of staff members. Unionized staff enjoy the benefits and protections of union membership as codified in the Unit's Collective Bargaining Agreement with the Center for Constitutional Rights.

** Health benefits include medical in-network plan, dental, life, and long-term disability insurance*

“The most splendid folks I’ve ever had the honor to work alongside.”

– Former employee
New York, NY



Benefits

The Center for Constitutional Rights covers **100 percent of employee premiums** for employees and their eligible dependents (spouse, domestic partners and/or children) as per below, unless otherwise noted.

- Medical insurance, including Global Medical Insurance (for work-related travel)
 - Dental insurance
 - Savings plan 401(k), including employer contribution
 - Short- and long-term disability insurance, employees only
 - Survivor benefits (life insurance and AD&D insurance)
 - Health reimbursement account, 100 percent employer subsidized
 - Unreimbursed medical expenses flexible spending account, including employer contribution
 - **Dependent care flexible spending account
 - **Supplemental life and AD&D insurance
 - **Vision insurance
 - **AFLAC supplemental insurance plans
- **Optional coverage, employee paid*

The Center for Constitutional Rights reserves the sole right to modify, revoke, suspend, terminate or change any or all of the information outlined on this site at any time and without notice.

“Passionate, brilliant people doing good things in the world. Unionized workplace. Excellent salary and benefits. Black-led, queer-friendly, human-centric.”

– Former employee

Paid Time Off

- **Paid leave**
From three to five weeks of vacation, depending on years of service, sick leave, personal days, floating holidays, as well as nine paid holidays
- **Parental leave**
After four years, maximum of six months of 100 percent paid pregnancy/parental leave
- **Sabbatical**
Two-month paid sabbatical after every seven years of employment

Other Benefits

- **Technology**
Partial reimbursement for data expenses for mobile devices
- **Commuter transit benefit program**
Allows employees to purchase transit and parking expenses on a pre-tax basis
- **Professional development**
Limited reimbursement for work-related professional development, including but not limited to on-site trainings, workshops, conferences, and continuing legal education (CLEs) credits.

Perks

- **Limited discount programs**
(yoga, theater, phone service)
- **Meal and taxi allowances**
For any employee whose work requires staying in the office past 10 p.m. and who logged more than 10 working hours that day
- **Employee assistance program**
Access to a free, anonymous hotline designed to help employees cope with difficult personal circumstances
- **Relocation costs**
Moving costs for new hire relocation
- **Bar examination**
Paid time off to study for the bar examination
- **Bar or other professional association membership**
Limited reimbursement for bar association and/or professional association fees for all staff
- **Compensatory time**
For exempt staff members ineligible for overtime but who work more than 45/50 hours, they earn compensatory time to be used as paid time off
- **Informal dress code**
Dress in the office is quite casual unless we have to “suit up” for going to court, to meet a client, or attend a press conference
- **Wellness**
We have a ping pong table and offer occasional acupuncture or yoga sessions
- **Social events**
We host numerous staff mixers, including monthly birthday and anniversary celebrations, where we distribute “Tiger” awards to staff who have reached five-year increment anniversaries
- **Organization-wide retreats**
Opportunities for staff to rest and re-energize, including an annual trip to Storm King Art Center

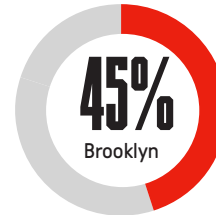
10 YEARS

LENGTH OF TIME THAT 34% OF STAFF HAVE WORKED AT CCR FOR

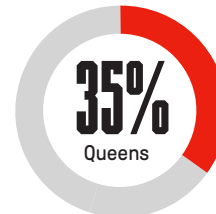
81% ARE IN THE UNION



58 CURRENT
NUMBER
OF STAFF



AVERAGE LENGTH OF STAFF
MEMBER TENURE



33% HAVE AT LEAST 1 CHILD UNDER THE AGE OF 25



CENTER FOR
CONSTITUTIONAL
RIGHTS

BENEFITS + PERKS

JUSTICE TAKES A FIGHT.