

OCT 2000 TO SEPT 2004

Philadelphia Parking Authority  
-and-  
District Council 47, Local 2186

10/31/00

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**TERM OF AGREEMENT**

This agreement shall be for four (4) years, from October 1, 2000 to September 30, 2004.

**WAGES**

1. All permanent full-time employees in classes represented by District Council 47 who are on the active payroll as of the date of ratification of this Memorandum of Agreement shall receive a one thousand five hundred dollar (\$1,500) lump sum ratification bonus. The aforesaid lump sum bonus will not be added to the employees' base pay rates. The payment of the aforesaid lump sum bonus will be made within fifteen (15) days of written notification to the Authority of the Union's ratification of the Memorandum of Agreement.
2. Effective December 15, 2001, there shall be a three percent (3%) increase in each step of each pay range of the District Council 47 pay plan.
3. Effective December 15, 2002, there shall be a three percent (3%) increase in each step of each pay range of the District Council 47 pay plan.
4. Effective July 1, 2003, there shall be a three percent (3%) increase in each step of each pay range of the District Council 47 pay plan.

**HEALTH AND WELFARE**

1. The Authority shall continue to contribute to the Union's Health and Welfare Fund at the same rate as the City of Philadelphia contributes under the District Council 47 contract during the term of this Agreement.

2. Each full-time employee who, on or after October 1, 2000, terminates his/her employment after ten (10) years of continuous service to immediately become pensioned under the City of Philadelphia. Municipal Retirement Plan shall receive five (5) years of health and welfare coverage.

**TUITION REIMBURSEMENT**

The existing annual tuition reimbursement maximum shall be increased from \$1,200 to \$1,800.

**SICK LEAVE**

The existing policy of unlimited sick leave accrual shall be restated in the Sick Leave article of the contract.

## **POSTINGS AND PROMOTIONS**

- Each posting shall indicate whether a test will be administered, and the weight given to any test, interview, seniority, or any other selection criteria.
- Prior to the posting of any position the Authority shall advise the Union of the weight given to each of the factors above.
- The Authority shall notify, in writing, any employee who applied for a posted position and took the test but who was not ranked on the promotion list, of the specific reason why the employee was not ranked.
- The Authority shall maintain in the Personnel Office a Promotion List that contains the scores of each ranked employee. Any employee ranked on that Promotion List may review the scores of all ranked employees.
- The Authority shall make the promotion list available to the Union upon request.
- An employee shall be entitled to review his test results. The Authority shall indicate on the Promotion list the method by which an employee may initiate a review.

**PENSION**

Employees may attend the Pension Board's Pre-retirement Seminar on "E" time once a year.

**POLICE INCIDENT REPORT**

The Authority shall provide to any employee involved in an on-duty incident a copy of the Police report of that incident without cost to the employee, provided that the Authority has received a copy of the report and the employee requests it.



**REDESIGNING GOVERNMENT INITIATIVE (R.G.I.)**

Either R.G.I. or T.Q.M. will be the subject of meet and discuss for the existing Labor Management Committee.

**PERSONNEL HANDBOOK**

Sideletter: The Union has raised several issues arising from the Authority's recent publication of an updated Employee Handbook. The parties hereby agree to identify and attempt to address and resolve those issues in Labor/Management Committee meetings. The parties further agree that this process will be concluded no later than six (6) months after the ratification of this Agreement.

**LIMITED DUTY**

Sideletter: The Philadelphia Parking Authority will use its best efforts to accommodate employees in the third trimester of their pregnancy in those instances where their ability to perform their regular duties is limited by their pregnancy.

**FUNERAL LEAVE**

Add "nieces and nephews" to one day leave category.

**EMERGENCY VACATION LEAVE**

The current practice of allowing emergency vacation leave shall be set forth in the contract as follows:

In accordance with Parking Authority standard operating procedures, vacation leave for emergencies is permitted. Such vacation leave shall be granted on a fair and equitable basis, consistent with the Authority's operational needs. Said leave must be requested at least one (1) hour prior to the start of the shift.

**REDUCTION OF SICK LEAVE USE**

A joint committee of an equal number of representatives of the Authority and the Union shall be created to discuss ways to reduce sick leave use.

**CONTRACT INTEGRATION AND PUBLICATION**

Within ninety (90) days of the signing of this agreement, the parties will agree on an overall master agreement consolidating all prior and current existing agreements into one document.

## HOURS OF WORK

- Shift Assignments

- A. Volunteers will be sought for all shifts within each supervisor classificatoin. The Authority will determine and post for any additional positions available on any shifts twice a year. Employees will file written requests on forms, supplied for that purpose, for shift assignments in response to such postings.
  
- B. Supervisor classifications shall be:
  - 1. Parking Enforcement Supervisor
  - 2. Towing Supervisor
  - 3. Impoundment Lot Supervisor
  - 4. Meter Collection Supervisor
  - 5. Parking Management Supervisor
  - 6. Permit Parking Supervisor
  - 7. Communications Supervisor
  - 8. Booting Supervisor

Supervisor classifications may be added, consolidated or eliminated by the Authority at any time after discussion with the Union.
  
- C. Should the number of volunteers exceed the number of available positions, shift assignments will be awarded in the order of seniority. Should sufficient volunteers not be found, employees will be selected in the order of reverse seniority for such shift assignments.
  
- D. Seniority for determining shift assignments shall be consistent with the provisions of section \*\*, Seniority, including only that period the employee has been in a supervisory position as defined in B above.
  
- E. Whenever an employee's shift is to be changed, whether at their request or not, the employee will receive written notification of the intended change not less than twenty-eight (28) calendar days prior to the effective date of the change.




- Seniority


A. Seniority shall, for the purpose of this Agreement, be defined as including all paid continuous service of an employee since his/her last date of hire with the Authority, and all periods of approved leaves of absence without pay and suspension without pay, or periods awaiting reinstatement or reappointment in Authority service following separation or layoff (provided that the employee is on a valid layoff list) which do not exceed fifteen (15) consecutive calendar days.


B. If an employee has a break in service of more than fifteen (15) consecutive calendar days for any reason other than an approved leave of absence without pay or a suspension without pay or layoff where the employee returns to work immediately following the leave of absence, suspension or layoff period, he/she shall upon re-employment earn seniority as a new employee.

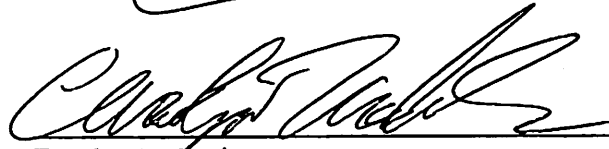
**CONTINUITY OF BENEFITS**

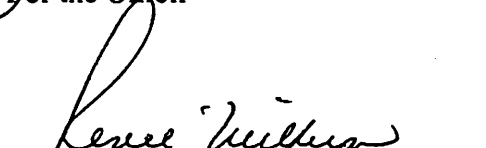
Except as modified by this Memorandum of Agreement, all terms and conditions of the collective bargaining agreement between the Authority and the Union covering the period October 1, 1996 through September 30, 2000 which do not contain a specific expiration date shall remain in full force and effect for the term of this agreement, October 1, 2000 through September 30, 2004.

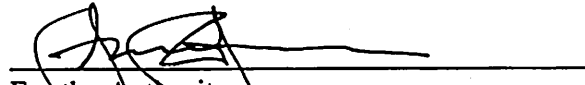
  
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