

## **MEMORANDUM OF UNDERSTANDING**

**Between**

**The Philadelphia Housing Authority (“PHA”) and AFSCME District Council 47, Local 2186 (“Local 2186”)**

1. Local 2186 and PHA are parties to a collective bargaining agreement effective from April 1, 2019, through March 31, 2022 (the “CBA”).
2. In response to the COVID-19 pandemic and various health and safety orders issued by the Commonwealth of Pennsylvania and the City of Philadelphia, PHA’s offices have been closed to the public since March 16, 2020, and PHA’s workforce has been limited to essential personnel and those employees who can perform their job duties from home.
3. From March 18, 2020, through March 31, 2020, all PHA employees, including Local 2186 members, were provided Administrative Leave with Pay, which ensured employees received 100% of their normal pay and benefits. Since March 31, 2020, PHA has continued to provide all regular employees, including Local 2186 members, Administrative Leave with Pay.
4. Since March 18, 2020, for essential employees governed by the CBA and required to work during the business closure, PHA has paid them in accordance with Article 15(E), regarding pay during emergency closings. Essential employees have received regular pay plus 1.5 times regular pay for hours worked, which amounts to 2.5 times regular pay for hours worked.

5. Since March 16, 2020, and until further restrictions are lifted, the only maintenance service orders being addressed are emergency and urgent service orders, trash pickup at all sites, compactor maintenance, and limited cleaning of family sites. Extra attention has been given to and deep cleanings are being performed at senior sites and other sites with reported COVID positive residents.
6. In response to state and local government lessening orders that limited construction and maintenance work, PHA and Local 2186 have negotiated terms to bring Local 2186 employees back to work and have made an effort to prevent layoffs or furloughs of PHA employees, including Local 2186 members.
7. In light of the above, PHA and Local 2186 agree as follows:
  - a. Effective May 18, 2020, the pay rate under Article 15(E) of the CBA, regarding pay during emergency closings, will no longer apply for the remainder of the pandemic. All Local 2186 employees of PHA will be paid their regular rate of pay.
  - b. In order to comply with the social distancing requirements and to provide safe work environment, PHA may modify employee shifts. Supervisors may direct employees to work an 8-hour shift with a 30 minute unpaid lunch and two 15 minute paid breaks. Shifts may start between 6:30 AM and 9:30 AM and end between 3:00 PM and 6:00 PM. The assigned shift schedule for each employee will remain in effect for the 45 day duration of this agreement.

- c. PHA will provide employees with Personal Protective Equipment (PPE), including face masks, latex gloves, and, if appropriate, Tyvek suits. Cleaning wipes and hand sanitizer will also be made available to all maintenance employees. All maintenance employees will wear PPE at all times, which include a face mask and latex gloves.
  
- d. This MOU will remain in effect for 45 days from the date it takes effect, and may be renewed or amended by further agreement of the parties.

FOR LOCAL 2186

FOR PHILADELPHIA HOUSING  
AUTHORITY

Pamela G. Robinson  
Signature

Kelvin A. Jeremiah  
Signature

Pamela G. Robinson  
Print Name

Kelvin A. Jeremiah  
Print Name

President - Local 2186  
Title

President & CEO  
Title

5/15/2020  
Date

May 15, 2020  
Date