

**Tentative Agreement**

**Between**

**The Philadelphia Parking Authority**

**and**

**District Council 47, Local 2186, AFSCME, AFL-CIO**

**October, 1996**

*September 2000*

*30,*

## TERM

This agreement shall be for four (4) years from October 1, 1996 to September 30, 2000.

Any provisions of the parties' Memorandum of Understanding which expired on September 30, 1996, not modified or deleted by this Memorandum of Agreement, shall be in full force and effect and be made part of a fully integrated Agreement.

## WAGES

All permanent full-time employees in classes represented by District Council 47, Local 2186 who are on the active payroll as of the date of ratification of this Memorandum of Agreement shall receive a one thousand one hundred dollar (\$1,100) 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 this Memorandum of Agreement.

1. A permanent employee who is on a leave of absence without pay as of October 1, 1996 will be eligible for the lump sum ratification bonus only if he/she returns to the active payroll before January 1, 1997 and remains on the active payroll for at least sixty (60) consecutive calendar days.
2. Effective December 15, 1997, 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, 1998, there shall be a three percent (3%) increase in each step of each pay range of the District Council 47 pay plan.

4. Effective March 15, 2000, there shall be a four percent (4%) increase in each step of each pay range of the District Council 47 pay plan.

#### SHIFT DIFFERENTIAL

Effective with the first full pay period following ratification of this Agreement, night shift differentials shall be increased by ten cents (10¢) per hour.

#### HOLIDAYS

Effective September 1, 1997, Veterans' Day will be restored as a recognized paid holiday.

#### HEALTH AND WELFARE

For employees in classes represented by Local 2186 of District Council 47 retiring after October 1, 1996, the Authority shall continue the contributions provided for each full-time employee who is enrolled in the Union's benefit fund, and who is terminating employment after ten (10) years of continuous service to immediately become pensioned under the City of Philadelphia pension plan, for a period of four (4) years following retirement from Authority service. However, the ten (10) years of service need not be continuous, if the amount of service needed to complete ten (10) years was begun through reemployment or reinstatement within one year of his/her last previous separation. It is also provided that such reemployed or reinstated employee may not be entitled to more than one four (4) year period of such paid health and welfare benefit.

The contribution made by the Authority to the Union for health and welfare benefits shall be adjusted to reflect the current contribution made by the City of Philadelphia to the Union for such benefits, that is, four hundred seventeen dollars and eighty cents (\$417.80) per member per month, which contribution shall be equal to that made by the City of Philadelphia, as such payment changes.

#### CHILD CARE ACCOUNT

Effective January 1, 1997, the Authority will add a pre-federal income tax Dependant Care Reimbursement Account for bargaining unit members in accordance with Section 125 of the Internal Revenue Code and applicable federal regulations. Participation in the Dependant Care Reimbursement Account will be governed by Sections 129 and 125 of the Internal Revenue Code and the applicable regulations thereunder, and by the administrative rules currently in place for the City of Philadelphia Administrated Plan. Generally, participants may make, prior to each plan year, an irrevocable election to place money in this account through payroll deduction to pay for eligible dependant care expenses. Any money not used to pay for eligible dependant care expenses incurred during the plan year will be forfeited. Employees who experience a change in family status within the meaning of the applicable federal regulations applying to this pre-tax account may, in certain circumstances, enroll after the start of a plan year or stop further deductions during the year.

#### FUNERAL LEAVE

In the event that there is a death in the immediate family of an employee, immediate family consisting only of spouse, spousal equivalent, parents, children, grandparents, grandchildren,

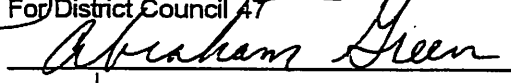
brother, sister, father-in-law or mother-in-law, and the employee attends the funeral service, such employee shall be granted a four (4) day leave of absence with full pay. At the Authority's option, eligibility for spousal equivalent leave may require satisfaction of the standards set forth in the Philadelphia Parking Authority Board Rules.

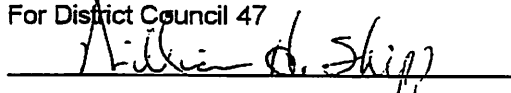
MUTUAL RESPECT

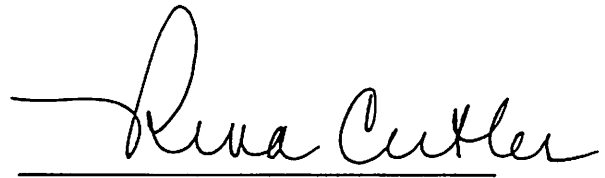
All PPA employees will treat their co-workers with respect and dignity in the workplace. It is understood by the parties that employees will not be berated, rebuked or reprimanded by management in the presence of their co-workers. All criticism of employees will be only for constructive purposes and supervisory and management personnel will endeavor to ensure civility at all times.

  
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For District Council 47

  
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For the Philadelphia Parking Authority