

EXTENSION AGREEMENT

WHEREAS, the City of Philadelphia (“City”) and AFSCME, District Council 47, Local 2187 and Local 810 (“Local 2187 and Local 810”) are parties to collective bargaining agreements (“CBA”) that expire on June 30, 2020;

WHEREAS, the City of Philadelphia (“City”) and AFSCME, District Council 47, Local 2186 (“Local 2186”) are parties to two Memoranda of Agreements (“MOA”) that expire on June 30, 2020;

WHEREAS, the City and the nation are in the midst of an unprecedented health crisis as a result of the COVID-19 global pandemic which has led the City and other parts of the Commonwealth and the nation to issue orders closing businesses and directing residents to shelter in place;

WHEREAS, the length of the extraordinary disruption to business operations and people’s way of life cannot currently be predicted; and

WHEREAS, in light of these unprecedented strains on City government and City employees who are continuing to work through this global pandemic, the parties have determined that it is in their respective best interests to extend the current CBA for a period of one year to avoid the distraction that negotiations would cause during this period of crisis and uncertainty.

NOW, THEREFORE, the parties agree as follows:

1. The terms of the CBA and MOA that are set to expire on June 30, 2020 will remain in full force and effect until June 30, 2021 except as expressly modified by this Agreement. Unless modified herein, all terms in the current CBA and MOA will remain unchanged through that date.
2. Effective May 1, 2020, and in lieu of any other financial incentives that have been adopted by the City for essential employees who are reporting for in-person work, there shall be a 2% increase in each step of each pay range in the District Council 47 pay plan.
3. Effective June 1, 2020 each member of the bargaining unit shall receive a one-time bonus as set forth below:
 - a. Seven hundred dollars (\$700) for an employee who is required to and actually works onsite for 50% or more of the employee’s regularly-scheduled work hours for the month of April.
 - b. Four hundred and fifty dollars (\$450) for all other represented employees.
4. Effective June 1, 2020, the City shall be entitled to a contribution holiday of approximately two million, two hundred fifty thousand dollars (\$2,250,000) for monies that

would otherwise be due and owing the AFSCME DC47 Health & Welfare Fund in June 2020. The exact amount of the contribution holiday shall be adjusted by agreement of the parties to conform to the amount paid by the City for the bonus payments set forth in Paragraph 3 above.

5. Effective with the Plan year starting January 1, 2021, the parties agree that Section 17(b) (Health and Welfare) of the 2017-2020 MOAs between Locals 2186 and 2187 and the City shall read, "The City shall pay \$36/ pay to employees who waive medical, dental, vision and prescription coverage under this agreement, provided the employee provides proof of alternative coverage."

Catherine Scott
AFSCME District Council 47

Date: 4/7/2020

Camela S. Bohannon
AFSCME District Council 47

Local 2186

Date: 4/7/2020

Richard Payne
The City of Philadelphia

Date: 4/7/2020

Robert Cyle
AFSCME District Council 47
Local 2187



ADDENDUM TO EXTENSION AGREEMENT

BETWEEN

AFSCME DISTRICT COUNCIL 47, LOCAL 2187, LOCAL 2186, LOCAL 810

The Extension Agreement of between the Parties shall be amended to read as follows:

3. Effective June 1, 2020 each member of the bargaining unit shall receive a one-time bonus as set forth below:

- a. Seven hundred fifty dollars (\$750) for an employee who is required to and actually works onsite for 50% or more of the employee's regularly-scheduled work hours for the month of April.
- b. Four hundred and seventy-five dollars (\$475) for all other represented employees.

4. Effective June 1, 2020, the City shall be entitled to a contribution holiday of approximately two million, four hundred thousand dollars (\$2,400,000) for monies that would otherwise be due and owing the AFSCME DC47 Health & Welfare Fund in June 2020. The exact amount of the contribution holiday shall be adjusted by agreement of the parties to conform to the amount paid by the City for the bonus payments set forth in Paragraph 3 above.

6. [NEW] The Redesigning Government Initiative (RGI) will continue for the term of this contract Extension.

Catherine Jost
 AFSCME District Council 47
 Date: 5/13/20

Robert Lyle
 AFSCME District Council 47
 Local 2187
 Date: 5/13/20

Jamela B. Blum
 AFSCME District Council 47
 Local 2186
 Date: 5/13/2020

[Signature]
 AFSCME District Council 47
 Local 810
 Date: 5/13/20

[Signature]
 The City of Philadelphia
 Date: 5/19/2020