

**EXTENSION AGREEMENT BETWEEN THE PHILADELPHIA PARKING
AUTHORITY AND AFSCME DISTRICT COUNCIL 47
LOCAL 2186 (Airport)**

This 15 day of August, 2025, The Philadelphia Parking Authority ("Authority") and AFSCME District Council 47, Local Union 2186 (Airport) ("Union") agree to the following Extension Agreement, subject to ratification by the Authority's Board and the Union, and state as follows:

WHEREAS, the Authority and the Union (the "Parties") are parties to a Collective Bargaining Agreement effective September 1, 2021 ("CBA"); and

WHEREAS, the CBA will expire on August 31, 2025; and

WHEREAS, the Authority and the Union have determined that it is in their respective interests to extend the CBA for one year, through August 31, 2026 to support recruiting and retention efforts and permit the parties to complete negotiation of a new multi-year collective bargaining agreement; and

NOW THEREFORE, for good and valuable consideration, the Authority and the Union agree as follows:

1. Scope. This Extension Agreement will apply to employees of the Philadelphia Parking Authority who are represented by the Union.

2. Term. The term of this Extension Agreement is September 1, 2025 through August 31, 2026, with all terms of the current CBA remaining in full force and effect until August 31, 2026, except as expressly modified by this Extension Agreement.

3. Wage. Effective September 1, 2025, contingent upon the approval of the Extension Agreement as provided in Section 10 below, there shall be a 5% across-the-board pay increase applied to each step in each pay range of the Union pay plan, as provided in Exhibit "B".

4. Bonus. Each bargaining unit member who is actively employed as of September 1, 2025, shall receive a one-time bonus of \$1,400, less applicable deductions and withholdings. This payment shall be made consistent with the Parties' past practice, including the 60-day waiting period for employees on leave of absence without pay, Workers' Compensation, and injured on duty status and will otherwise be processed no later than 30 days after September 1, 2025.

5. Pay Adjustment. The job classifications identified in Exhibit "A" shall receive a pay adjustment of \$3,000 to be applied immediately prior to the pay increase provided for in Section 3. The Parties agree that red-circled employees are ineligible for the pay adjustment

provided for in this section. "Red-circled employees" are employees that transferred to a lower paying position but were allowed to maintain the wage rate under their prior position. However, if the wage rate for the employee's new position increases to or above the red-circled employee's wage rate, then the red-circled employee will be entitled to the pay adjustment under this paragraph.

6. Shift Differential. Night work premium pay shall be paid to each employee represented by the Union, in addition to their regular compensation, for each hour worked as outlined below:

a) Night shift differential shall be paid as follows:

- i. For each hour worked between 4:00 p.m. and 12:00 midnight, at a rate of \$0.90 in addition to the employee's rate of pay.
- ii. For each hour worked between 12:00 midnight and 8:00 a.m., at a rate of \$1.00 in addition to the employee's hourly rate of pay.

b) Night shift differential shall not be paid:

- i. For work performed between 4:00 p.m. and 6:00 p.m. by an employee whose regularly scheduled tour of duty begins at or after 8:00 a.m. and ends at or before 6:00 p.m.
- ii. During any leave for illness, vacation, or any other time not worked, whether paid or unpaid. Night shift differential shall not be increased by any overtime factor.

c) This section shall not apply to any hour worked at an overtime rate of pay.

7. Additional Holiday. The Friday following Thanksgiving shall be recognized as an annual paid holiday.

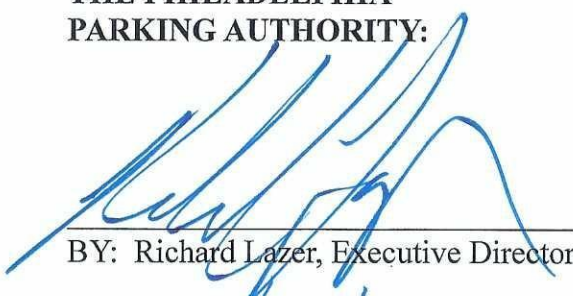
8. Future Negotiations. The Parties agree to identify dates to begin negotiating a multi-year collective bargaining agreement.

9. Doctor's Visit. The Parties agree that the terms and conditions related to the use of paid time off for doctor's visits as set forth in the CBAs between the Authority and DC 47, Local Union 2186 (On Street) will be applied to all Authority employees represented by the Union.

10. Effective Date. This Extension Agreement shall be deemed to become effective only on the date ("Effective Date") that is the later of (a) the date that the Authority's Board approves this Extension Agreement and (b) the date the Authority receives written confirmation from the Union that the Extension Agreement has been approved and/or ratified in accordance with applicable Union procedures. The parties agree to promptly communicate to the other the

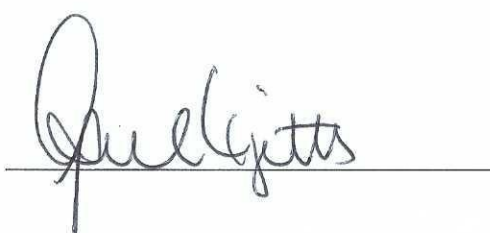
approval/ratification necessary to make effective this Extension Agreement, or the rejection thereof.

**THE PHILADELPHIA
PARKING AUTHORITY:**


BY: Richard Lazer, Executive Director

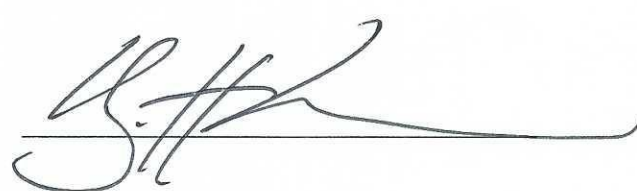
Date: 8/15/25

AFSCME DISTRICT COUNCIL 47:



Date: 8-15-25

LOCAL 2186 (AIRPORT)



Date: 8-15-25

DISTRICT COUNCIL 47, Local 2186 Airport

Extension Agreement 2025 Exhibit "A"

Section 5. Adjustment

	Step A	Step B	Step C	Step D	Step E	Step F
Revenue Supervisor	\$ 52,040	\$ 53,864	\$ 55,762	\$ 57,734	\$ 59,787	\$ 61,922
Inventory Supervisor	\$ 53,863	\$ 55,762	\$ 57,734	\$ 59,788	\$ 61,922	\$ 64,142
Maintenance Supervisor	\$ 52,056	\$ 53,880	\$ 55,779	\$ 57,753	\$ 59,805	\$ 61,941
Maintenance Supervisor II	\$ 53,423	\$ 55,246	\$ 57,146	\$ 59,120	\$ 61,172	\$ 63,308
Lot Attendant Supervisor	\$ 52,056	\$ 53,880	\$ 55,779	\$ 57,753	\$ 59,805	\$ 61,941

DISTRICT COUNCIL 47, Local 2186 Airport
Extension Agreement 2025 - Exhibit "B" Pay Scale
Effective September 1, 2025

	Step A	Step B	Step C	Step D	Step E	Step F
Revenue Supervisor	\$ 54,642	\$ 56,558	\$ 58,550	\$ 60,620	\$ 62,776	\$ 65,018
Inventory Supervisor	\$ 56,556	\$ 58,550	\$ 60,620	\$ 62,777	\$ 65,018	\$ 67,349
Maintenance Supervisor	\$ 54,659	\$ 56,574	\$ 58,568	\$ 60,641	\$ 62,795	\$ 65,038
Maintenance Supervisor II	\$ 56,094	\$ 58,009	\$ 60,004	\$ 62,076	\$ 64,231	\$ 66,474
Lot Attendant Supervisor	\$ 54,659	\$ 56,574	\$ 58,568	\$ 60,641	\$ 62,795	\$ 65,038