

**TENTATIVE EXTENSION AGREEMENT BETWEEN THE CITY OF PHILADELPHIA
AND AFSCME DISTRICT COUNCIL 47, LOCAL 2186 and LOCAL 2187**

WHEREAS, the City of Philadelphia ("City") and AFSCME District Council 47, Locals 2186 and 2187 ("DC47") are parties to collective bargaining agreements (collectively "CBAs") through June 30, 2024, which were extended by agreement through July 31, 2024; and

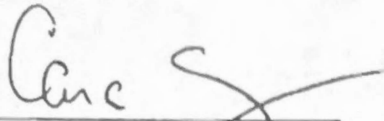
WHEREAS, the Parties have determined that it is in their respective best interests to extend the current CBAs through June 30, 2025, to support recruiting and retention efforts;

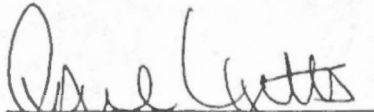
NOW, THEREFORE, the Parties agree as follows:

1. Term: The terms of the current CBAs will remain in full force and effect until June 30, 2025, except as expressly modified by this Agreement. Unless modified herein, all terms in the current CBAs will remain unchanged through that date.
2. Wages: Effective with the first full pay period before July 1, 2024, provided that this Agreement has been approved in accordance with applicable union procedures, if any, there shall be an across the board increase of 4.4% in each step of each pay range in the DC47 pay plan.
3. Bonus: Each bargaining unit member who is actively employed as of the ratification date shall receive a one-time bonus of \$1,400.00, less required deductions and withholdings, and paid consistent with the parties' past practice. This payment shall be processed no later than 30 days' following ratification.
4. Health and Welfare: Effective 30 days following ratification, the City shall pay a lump sum of \$850,000 to the DC 47 Health & Welfare Fund.
5. RGI: The Redesigning Government Initiative (RGI) shall be extended for the term of this Agreement.
6. Most Favored Nation. The City agrees that if, during the term of this Agreement with AFSCME District Council 47, which expires on June 30, 2025, the City and DC 33 (not including bargaining units entitled to interest arbitration) reach agreement on a one-year collective bargaining or extension agreement that contains an across-the-board pay increase that exceeds the across-the-board pay increase provided for in this Agreement, including the effective date of the increases, and that is not offset by other economic adjustments that reduce the value of the DC 33 increase, the terms of this Agreement should be adjusted to reflect the higher DC 33 rate. This section expires on June 29, 2025, and shall no longer be in effect following that date.
7. Exhibit. The Memorandum of Agreement attached as Exhibit "A," shall be incorporated herein by reference.

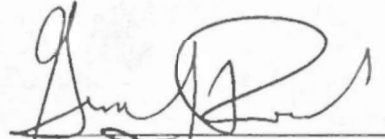
FOR THE CITY OF PHILADELPHIA:

FOR AFSCME DISTRICT COUNCIL 47:


Dated: 8/1/2024


Dated: 8/1/24


Dated: 8/1/24


Dated: 8/1/24

MEMORANDUM OF AGREEMENT

WHEREAS, the City of Philadelphia (“City”) and the American Federation of State, County, and Municipal Employees, District Council 47 (“DC 47” or “the Union”) are parties to a collective bargaining agreement; and,

WHEREAS, the City wishes to recognize the commitment of DC 47’s members in the service of the City and provide them with additional paid time off; and

WHEREAS, pursuant to Civil Service Regulation 22.124 and agreement with DC 47, DC 47 members are entitled to six (6) weeks of paid parental leave effective six (6) months from the date of their employment; and,

WHEREAS, the City currently restricts DC 47 members’ use of paid sick time to care for family members to five (5) days; and


WHEREAS, the City seeks to make the Friday following Thanksgiving Day an annual paid holiday; and


NOW, THEREFORE, the parties agree as follows:

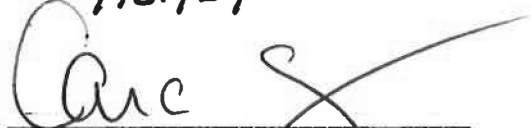
1. Effective June 1, 2024, DC 47 members will be eligible for up to eight (8) weeks of paid parental leave, which shall be administered subject to the provisions of Civil Service Regulation 22.124, which shall be amended to reflect this change. This change amends section 7 of the parties’ 2021-2024 Memorandum of Agreement.
2. Effective June 21, 2024, the City will remove the restriction on the number of sick days DC 47 members may use for the “care of dependents in the household who are sick or disabled.” This change will be reflected in the Citywide Sick Leave Policy.
3. Effective July 1, 2024, the Friday following Thanksgiving Day will be added as a City-recognized holiday. This will include Friday, November 29, 2024. This change amends section 19(B) of the parties’ 1992-1996 Master Agreement and section 13 of the parties’ 2021-2024 Memorandum of Agreement.
4. By entering into this Agreement, all parties hereto acknowledge that they have read the Agreement, have had the opportunity to review its terms and conditions with their respective counsel, understand said terms and conditions, enter into this Agreement voluntarily, and agree to be bound hereby.

WHEREFORE, DC 47 and the City, intending to be legally bound by this Agreement, enter into this Agreement this 10th day of July 2024, as evidenced by their signatures or the signatures of their representatives below.

AFSCME DC 47 Memorandum of Agreement
July 10, 2024
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AFSCME DC 47
Date: 7/17/24


Chief Administrative Officer
Date: 7/31/24


Office of Employee and Labor Relations
Date: 7/31/2024