

**EXTENSION AGREEMENT BETWEEN THE CITY OF PHILADELPHIA AND AFSCME
DISTRICT COUNCIL 33**

The parties agree as follows:

1. Scope. These proposals apply to employees represented by District Council 33, including former Traffic Court employees and School Crossing Guards, but not employees who are eligible for interest arbitration.
2. Term. July 1, 2024 - June 30, 2025, with all terms of the current CBA remaining in full force and effect until June 30, 2025, except as expressly modified by the parties in this agreement.
3. Wages. Effective July 1, 2024, provided that the Memorandum of Understanding has been approved in accordance with applicable union procedures, if any, there shall be an across-the-board increase of 5% in each step of each pay range in the DC33 pay plan.
4. 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 90 days' following ratification.
5. Pay Adjustment.
 - a. Sanitation Workers. Effective 90 days after ratification, the City will introduce a new title, "Sanitation Worker," which will be established at pay range 8. Upon establishment of the Sanitation Worker class, all Laborers with permanent status in the class of Laborer currently working in Sanitation will promote in place to the class of Sanitation Worker. All newly hired Laborers working in Sanitation will promote in place to the class of Sanitation Worker after successful completion of the probationary period.
 - i. Existing differentials in CSR 6.14-25 and 6.14-25-1. The differential for Sanitation Workers who work on equipment described in Civil Service



Regulations 6.14-25 and 6.14-25-1 will be adjusted and leveled so that Laborers currently receiving the differential shall suffer no reduction in pay.

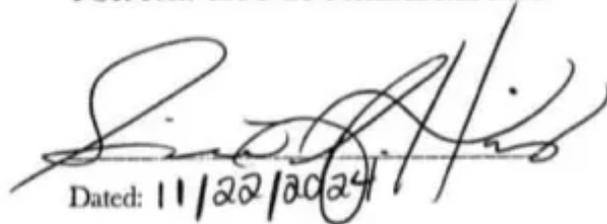
- ii. Promotional track. Within six (6) months of establishment of the Sanitation Worker class, the Office of Human Resources will develop promotional pathways for Sanitation Workers, including pathways to promote into other departments.
 - b. Asphalt Rakers. Effective 90 days after ratification, the base salary for Asphalt Rakers will be increased by one pay range to recognize the unique nature of the skill set.
6. Shift Differential. Revise the shift differential, which will be administered in accordance with applicable Civil Service regulations, as follows:
 - a. 2nd shift: 5% of base salary
 - b. 2nd shift: 7.5% of base salary
7. Paycheck Errors.
 - a. The parties agree that, upon DC 33's request, representatives from the Office of the Finance Director, Office of Human Resources, and One Philly will meet with DC 33 representatives to discuss and resolve paycheck errors and discuss proposed solutions to the issue of sick abuse notifications.
 - b. Except in non-routine cases, the City agrees that City Departments will make best efforts, upon receipt of written notice to the Human Resources Manager and Payroll Supervisor/Manager with all necessary information, to research and resolve employee pay issues within three business days and promptly forward them to Central Finance.
8. Job Classification Pay Adjustment Committee. The Job Classification Pay Adjustment Committee, established in the 2021-2024 Memorandum of Agreement, will initially meet within 30 days of ratification and continue to meet as determined by the Committee. The



Committee will discuss titles as prioritized by the union, including the reasons the union believes the compensation should be changed, such as working conditions.

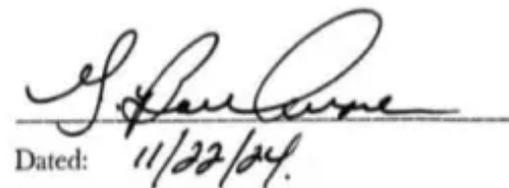
9. Flextime and Alternate Work Schedule Committee. A labor-management committee, made up of an equal number of representatives from each party, will meet on a monthly basis, with the first meeting to take place within 45 days of ratification, to discuss non-traditional work schedules. The committee may make non-binding recommendations to the City regarding the implementation of any such schedules.
10. RGI. The Redesigning Government Initiative (RGI) shall be extended for the term of this agreement.
11. Health Care. In the first full month after ratification of this Agreement, the City shall not be responsible for the payment of half of the monthly health and welfare payment to the DC 33 Health and Welfare Fund that would otherwise be due and owing. The parties agree that the City does not owe DC 33 any monies pursuant to the Loan and Audit Settlement Agreement dated December 12, 2022.
12. Side Letter. The parties agree to identify dates, beginning in January of 2025, to begin negotiating a multi-year collective bargaining agreement.

FOR THE CITY OF PHILADELPHIA:



Dated: 11/22/24

FOR AFSCME DISTRICT COUNCIL 33:



Dated: 11/22/24