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**PHILADELPHIA HOUSING AUTHORITY BOARD OF COMMISSIONERS MEETING MINUTES**  
**Thursday, June 20, 2019, 3 p.m., at 2013 Ridge Ave., Philadelphia, PA 19121**

The regularly scheduled meeting of the Philadelphia Housing Authority ("PHA") Board of Commissioners was brought to order at approximately 3:05 p.m. by the Chair, Lynette Brown-Sow. In attendance were Vice-Chair Wetzel, Commissioners Camarda, Coney, Mayo, Purnell, and Wise, as well as President & CEO ("CEO") Kelvin A. Jeremiah and General Counsel and Board Secretary, Laurence M. Redican. Not participating were Commissioners Callahan and Staten.

The Chair congratulated Commissioners Coney and Wise on their birthdays and a cake was presented to them, with applause. The Chair then asked for a moment of silence to help prepare for the work to be done, after which the CEO reviewed the commenting procedure, for comment on a specific resolution or in the general comment period. The CEO, in his explanation, stated: "With regard to behavior at this Board meeting, please note that pursuant to Board resolution No. 11502, adopted in 2012, the following are specifically not allowed: 1) defamatory, uncivil, harassing or rude comments; 2) comments of a personal nature, directed at an individual either by name or inference, that do not further the business of PHA; 3) conduct such as booing, hissing, and/or cursing; and 4) disruptive behavior. Anyone violating these requirements will be asked to leave the meeting and may be barred from further participation in Board meetings."

The CEO then made many announcements, including that: 1) Supply Chain Management had a successful semi-annual "Doing Business with PHA" networking event on June 6, 2019; 2) modular units are being constructed, even ahead of schedule, for the 83 total that are being put in as part of the Sharswood Transformation Plan; 3) PHA received an Award of Merit from the National Association of Housing and Redevelopment Officials, for its Norris Phase II development; 4) The Mid-Atlantic chapter of the Construction Management Association of America has recognized PHA's new headquarters for building excellence; 5) the PHA Summer Food Program is again offering meals, in addition to comprehensive summer youth enrichment activities, at 13 locations where an estimated 45,000 meals will be served to persons between the ages of 3 and 18 from public housing sites and the surrounding neighborhoods; 6) PHA submitted its Annual Section 3 Report to HUD and exceeded the required minimum compliance goals; 7) PHA has been selected to provide training service for Rebuild workforce development projects; 8) PhillySEEDS had a successful fundraiser on June 13, 2019; and 9) PHA held its 6th public auction, which included 180 scattered site properties, most of which had been vacant for over 20 years, and the grand total of high bids was \$8,431,250, which can be invested by PHA into securing more affordable housing.

The CEO also reviewed PHA's achievements and record-breaking investments in scattered sites<sup>1</sup>, as well as noting that the Accomplishments Report was available for review at the meeting and would soon be on-line.

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<sup>1</sup> At this point, Jennifer Bennetch, a non-PHA resident who regularly attends and comments at PHA Board meetings, interrupted the meeting by making loud but generally incomprehensible speech at the back of the room, to which the CEO responded, "I'm sorry, madam?" and, not receiving any understandable response, continued with his remarks.

Teresa Torres was then announced<sup>2</sup> as the recipient of PHA's Resident Spotlight for June, as a first-time homeowner, due to her financial assistance from PhillySEEDS, as well as her hard work and perseverance in attaining her goal. Ms. Torres was present and received congratulations from the Board and audience.

The Chair inquired whether there were any corrections or amendments to the minutes of the Board Meeting of May 16, 2019. Hearing none, the minutes were accepted as submitted.

Four resolutions were presented and unanimously approved.

**Resolution 12051**, attached in Appendix 1, was presented by Jennifer Ragen, Director of Policy – Office of General Counsel, to approve PHA's submission of the Moving to Work Annual Report for Fiscal Year 2019 to the U.S. Department of Housing and Urban Development ("HUD"). Vice Chair Wetzel, as Chair of the Policy and Planning Committee to which the resolution had been sent for review, moved for its adoption. Following a second, Vice-Chair Wetzel stated that the committee had reviewed the resolution and recommended its adoption. There being no further discussion or public comment, for which an opportunity was provided (as it was for all the resolutions), the motion was unanimously approved.

**Resolution 12052**, attached in Appendix 1, was presented by Dave Walsh, Executive Vice President – Supply Chain Management ("EVP-SCM"), to authorize PHA modify the task order contract with Dale Corp. for scaffolding and fence protection at West Park and increase the contract amount by three hundred seventy-one thousand three hundred ninety-eight dollars (\$ 371,398.00). Commissioner Camarda, as a member of the Finance Committee to which the resolution was sent for review, moved for its approval. Following a second, Commissioner Camarda stated that the resolution had been presented to and reviewed by the Finance Committee, which recommended its adoption. Ms. Bennetch, as part of the public comment on the resolution, stated that she hoped the scaffolding would not be a disruption for residents, as similar work had been at Harrison Plaza in the past. There being no further discussion, the motion was unanimously approved.

**Resolution 12053**, attached in Appendix 1, was presented by Dave Walsh, EVP-SCM, to authorize PHA to purchase an EVV-80KW Thermal Remediation Trailer Package from Sunbelt Rentals, Inc. for the treatment of bed bugs at various sites, for a purchase price of one hundred five thousand six hundred fifty-six dollars (\$105,656.00). Commissioner Camarda, as a member of the Finance Committee to which the resolution was sent for review, moved for its approval. Following a second, Commissioner Camarda stated that the resolution had reviewed by the Finance Committee and was recommended for adoption. There being no further discussion, the motion was unanimously approved.

**Resolution 12054**, attached in Appendix 1, was presented by Joshua McQuoid, Assistant Vice President of Human Resources, to authorize PHA to execute a renewal collective Bargaining Agreement between PHA and the Building and Construction Trades Council of Philadelphia and Vicinity. Prior to a motion for approval of the resolution, former PHA resident Trine Smith interrupted the meeting to ask that Mr. McQuoid and the CEO repeat statements that they had made regarding hiring. Those statements had elicited applause, which got her attention, and she indicated that she had not heard or understood the discussion preceding the applause. The CEO then explained to her

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<sup>2</sup> Ms. Bennetch again interrupted the meeting during the CEO's introduction of Ms. Torres, prompting the CEO to say, "Come on ...," after which the award presentation continued undisturbed.

the circumstances behind the applause, which related to a negotiated hiring situation. Thereafter, Commissioner Camarda, as a member of the Finance Committee to which the resolution was sent for review, moved for approval of the resolution. Following a second, Commissioner Camarda stated that the resolution had been reviewed by the Finance Committee, which recommended its adoption. There being no further discussion, the motion was unanimously approved.

The meeting was then opened for **public comment** at approximately 3:32 p.m. The names of those who signed up for public comments and their topics are attached as Appendix 2.

However, only six (6) of the nine (9) who signed up were able to speak, and their names have checks next to them on the Attachment. This was due to the Board meeting being disturbed to the point of having to adjourn early (following a vote to do so) after the last speaker, former HCV Tenant Trine Smith, refused to yield the floor or the microphone after her allotted time for comment. Ms. Smith repeatedly cursed, yelled, and aggressed the Commissioners and Jannie Blackwell, who was attending as a member of the public. The general disruption included Jennifer Bennetch (who was also yelling during Trine Smith's extended tirade, to the point where Ms. Smith asked her to stop) and both Ms. Bennetch and Denise Eubanks<sup>3</sup> screaming and inciting and participating in disruptive behavior that required PHA Police officers to become engaged for the security of the Commissioners.

The meeting ended at approximately 3:55 p.m.

Respectfully submitted,



Laurence M. Redican  
General Counsel  
Philadelphia Housing Authority

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<sup>3</sup> Both Ms. Bennetch and Ms. Eubanks had already spoken in the public comment period.

# APPENDIX 1

THE PHILADELPHIA HOUSING AUTHORITY  
ANNUAL MEETING OF THE BOARD OF COMMISSIONERS  
2013 RIDGE AVE.  
PHILADELPHIA, PA 19121  
THURSDAY, JUNE 20, 2019 at 3 p.m.  
AGENDA

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- A. **Call to Order** Lynette Brown-Sow, Chair of the Board of Commissioners
- B. **Remarks** Kelvin A. Jeremiah, President & CEO
- C. **Approval of Minutes** of the Board Meeting held May 16, 2019, as distributed.
- D. **New Business**
1. **RESOLUTION APPROVING THE PHILADELPHIA HOUSING AUTHORITY'S ANNUAL MOVING TO WORK REPORT FOR FISCAL YEAR 2019 FOR SUBMISSION TO THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT AND CERTIFYING THAT THE THREE STATUTORY REQUIREMENTS HAVE BEEN MET**  
  
Jennifer Ragen
  2. **RESOLUTION AUTHORIZING TASK ORDER CONTRACT AMENDMENT WITH DALE CORP. FOR SCAFFOLDING AND FENCE PROTECTION AT WEST PARK**  
  
Dave Walsh
  3. **RESOLUTION AUTHORIZING THE PURCHASE OF A THERMAL REMEDIATION TRAILER PACKAGE FROM SUNBELT RENTALS, INC. FOR MOBILE BED BUG TREATMENTS**  
  
Dave Walsh
  4. **RESOLUTION AUTHORIZING THE EXECUTION OF A RENEWAL COLLECTIVE BARGAINING AGREEMENT WITH THE BUILDING AND CONSTRUCTION TRADES COUNCIL OF PHILADELPHIA AND VICINITY**  
  
Joshua McQuoid
- E. **Public Comment Period**

RESOLUTION NO. 12950 12051 W

**RESOLUTION APPROVING THE PHILADELPHIA HOUSING AUTHORITY'S ANNUAL MOVING TO WORK REPORT FOR FISCAL YEAR 2019 FOR SUBMISSION TO THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT AND CERTIFYING THAT THE THREE STATUTORY REQUIREMENTS HAVE BEEN MET**

**WHEREAS**, the U.S. Department of Housing and Urban Development ("HUD") requires the Philadelphia Housing Authority ("PHA"), as a participant in the Moving to Work Demonstration Program ("MTW"), to submit an Annual Report on the status of its programs, operations, and finances in a form specified and required by HUD; and

**WHEREAS**, under the MTW Agreement, HUD will assess PHA's performance on an annual basis by comparing, at the end of PHA's fiscal year, its goals as stated in its approved MTW Annual Plan, to its actual performance, as stated in its Annual Report; and

**WHEREAS**, PHA must include in the MTW Annual Report all required elements as described in the MTW Agreement; and,

**WHEREAS**, Attachment B of the MTW Agreement, HUD Form 50900 Section VI (C), requires a certification in the Annual Report that PHA has met the three MTW statutory requirements of: 1) ensuring that at least 75 percent of the households assisted by PHA are very low-income; 2) continuing to assist substantially the same total number of households as would have been assisted had PHA not participated in the MTW Demonstration; and 3) maintaining a comparable mix of households (by family size) served as would have been had PHA not participated in the MTW Demonstration; and,

**WHEREAS**, the Annual Report must be submitted ninety (90) days after the end of PHA's fiscal year; and

**WHEREAS**, PHA's fiscal year ended on March 31, 2019 and its Annual Report is due to HUD on or before June 30, 2019; and

**WHEREAS**, PHA has prepared its Annual MTW Report for Fiscal Year 2019, which is ready for timely submission to HUD and which contains all the required elements;

**BE IT RESOLVED**, that the PHA Board of Commissioners hereby approves PHA's Annual Report for the MTW Demonstration Program for Fiscal Year 2019 (period ending March 31, 2019), as distributed to the Board, for submission to HUD, and certifies that the report reflects that PHA has met the three MTW statutory requirements of: 1) ensuring that at least 75 percent of the households assisted by PHA are very low-income families; 2) continuing to assist substantially the same total number of households as would have been assisted had PHA not participated in the MTW Demonstration; and 3) maintaining a comparable mix of households (by family size) served as would have been served had PHA not participated in the MTW Demonstration; and authorizes the President & CEO and/or his designee(s) to undertake all necessary actions including, but not limited to, responding to HUD comments and requests for additional information, in order to secure HUD approval for the MTW Annual Report.

I hereby certify that this was  
APPROVED BY THE BOARD ON 6/20/19  
  
ATTORNEY FOR PHA

RESOLUTION NO. 12051 12052 *W*

**RESOLUTION AUTHORIZING TASK ORDER CONTRACT AMENDMENT WITH DALE CORP. FOR SCAFFOLDING AND FENCE PROTECTION AT WEST PARK**

**WHEREAS**, the Philadelphia Housing Authority ("PHA") learned that selective demolition and stabilization of the structures was required at West Park to prevent pedestrian injuries from possible concrete or other debris falling from the exterior of the towers ; and

**WHEREAS**, in August of 2018, PHA issued an emergency task order to Dale Corp., which has a Master Construction Management ("CM") services contract with PHA, had provided these services to PHA in the past, and had the capability to respond on the same day, for installation of rental scaffolding and fence to protect the area around all three towers, for a not-to-exceed task order amount of two hundred forty-nine thousand eight hundred seventy-four dollars (\$249,874.00); and

**WHEREAS**, PHA decided it would be more economical to buy the installed scaffolding from Dale Corp. for three hundred twenty-one thousand three hundred ninety-eight dollars (\$321,398.00), for use outside of the original task order period, rather than continuing with monthly rentals for an indefinite period; and

**WHEREAS**, until such time as PHA can purchase the installed scaffolding, it is incurring costs for monthly rentals, as of February 2019, which it estimates shall not exceed fifty thousand dollars (\$50,000.00) by the time of purchase; and

**WHEREAS**, PHA seeks to modify the task order to include the cost of purchasing the installed scaffolding, for three hundred twenty-one thousand three hundred ninety-eight dollars (\$321,398.00) and the estimated rental cost for the scaffolding (for the time period outside of the original task order), which is not to exceed fifty thousand dollars (\$50,000.00), which total task order modification is three hundred seventy-one thousand three hundred ninety-eight dollars (\$371,398.00); and

**WHEREAS**, the total not-to-exceed task order amount, with the original task order amount of two hundred forty-nine thousand eight hundred seventy-four dollars (\$249,874.00) being added to the not-to-exceed modification amount of three hundred seventy-one thousand three hundred ninety-eight dollars (\$371,398.00), would be six hundred twenty-one thousand two hundred seventy-two dollars (\$621,272.00); and

**WHEREAS**, PHA CCP #10 requires all construction management task order contracts over two hundred fifty thousand dollars (\$250,000.00) to be approved by the Board of Commissioners;

**BE IT RESOLVED**, that the Board of Commissioners hereby authorizes the President & CEO and/or his authorized designee(s) to amend PHA's task order contract with Dale Corp. by three hundred seventy-one thousand three hundred ninety-eight dollars (\$371,398.00), making the total not-to-exceed task order amount six hundred twenty-one thousand two hundred seventy-two dollars (\$621,272.00), subject to the availability of funds therefor.

I hereby certify that this was  
APPROVED BY THE BOARD ON 6/20/19  
*Sharon M. Ledo*  
ATTORNEY FOR PHA

RESOLUTION NO. 12052 12053 ✓

**RESOLUTION AUTHORIZING THE PURCHASE OF A THERMAL REMEDIATION TRAILER PACKAGE FROM SUNBELT RENTALS, INC. FOR MOBILE BED BUG TREATMENTS**

**WHEREAS**, the Philadelphia Housing Authority ("PHA") has identified a need for having an internal capability to respond to bed bug infestations at any of its residential or administrative locations or those of the Philadelphia Asset and Property Management Corporation ("PAPMC"); and

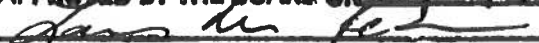
**WHEREAS**, several systems were reviewed and it was determined that the EVV-80KW Trailer Package, ("The Package") manufactured by Thermal Remediation, Inc. and sold via its parent company Sunbelt Rentals, Inc. is the best solution for PHA because the package can treat both ground-level units and hi-rise units since it is connected via electrical cables which may be extended significantly farther than air-duct or heated liquid based systems; and

**WHEREAS**, the cost of The Package is one hundred five thousand six hundred fifty-six thousand dollars (\$105,656.00); and

**WHEREAS**, the options were reviewed by the Maintenance, Procurement and Office of General Counsel Departments and a sole-source justification was approved; and

**WHEREAS**, based upon the consensus evaluation of the options and approval for presentation to the Board after additional review processes, including Board committee and resident leadership review, it is recommended that the purchase of the EVV-80KW Trailer Package be approved;

**BE IT RESOLVED**, that the Board of Commissioners hereby authorizes the President & CEO and/or his authorized designee(s) to purchase an EVV-80KW Trailer Package for the remediation of bed bugs at its residential and administrative locations, as well as those of PAPMC, subject to the availability of funds therefor, in the amount of one hundred five thousand six hundred fifty-six thousand dollars (\$105,656.00).

I hereby certify that this was  
APPROVED BY THE BOARD ON 6/20/19  
  
ATTORNEY FOR PHA

RESOLUTION NO. 12053 12054w

**RESOLUTION AUTHORIZING THE EXECUTION OF A RENEWAL COLLECTIVE BARGAINING AGREEMENT WITH THE BUILDING AND CONSTRUCTION TRADES COUNCIL OF PHILADELPHIA AND VICINITY**

**WHEREAS**, the Building and Construction Trades Council of Philadelphia and Vicinity ("BCTC") is the certified labor relations representative for many of the Philadelphia Housing Authority's ("PHA") maintenance staff, as defined within the CBA; and

**WHEREAS**, the BCTC represents approximately 585 employees, in addition to temporary and provisional staff; and

**WHEREAS**, the prior collective bargaining agreement between PHA and the BCTC expired on March 31, 2019; and

**WHEREAS**, PHA and the BCTC participated in good faith during extensive negotiations toward reaching a renewal agreement; and

**WHEREAS**, PHA and the BCTC did amicably reach an agreement; and

**WHEREAS**, the terms of that agreement are reasonable, practical, and sustainable from both an operational and budgetary standpoint; and

**WHEREAS**, Article IX, Section 901 of the Pennsylvania Employee Relations Act ("Act 195") requires that such bargaining agreements shall be reduced to writing and signed by the parties;

**BE IT RESOLVED**, that the PHA Board of Commissioners hereby approves the terms of the agreement, in substantially the form as restated and attached hereto, and authorizes the President & CEO and/or his authorized designee(s) to execute and implement a renewal Collective Bargaining Agreement consistent with those terms.

I hereby certify that this was  
APPROVED BY THE BOARD ON 6/20/19  
*[Signature]*  
ATTORNEY FOR PHA



**CONSOLIDATED AGREEMENT**

**Between**

**THE PHILADELPHIA HOUSING AUTHORITY**

**and**

**THE BUILDING AND CONSTRUCTION TRADES COUNCIL  
OF PHILADELPHIA AND VICINITY**

**April 1, 2019**

**to**

**March 31, 2022**

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This CONSOLIDATED AGREEMENT, hereinafter "Agreement," is made and entered by and between THE PHILADELPHIA HOUSING AUTHORITY, hereinafter called the "EMPLOYER," and the BUILDING AND CONSTRUCTION TRADES COUNCIL OF PHILADELPHIA AND VICINITY – affiliated with the AFL-CIO, hereinafter called the "UNION" or "BCTC."

The term of Agreement shall be three (3) years beginning April 1, 2019, and expiring on March 31, 2022.

1. Recognition

EMPLOYER recognizes BCTC as the sole and exclusive collective bargaining agent for all of its maintenance employees for the term of this Agreement and any extension hereof.

2. Bargaining Unit and Filling Vacancies

(a) EMPLOYER recognizes affiliates in good standing with BCTC as a referral agency for the employment of maintenance employee classifications.

(The classifications set forth in Addendum A constitute the existing employee classifications for skilled and semi-skilled maintenance employees. In the event that these classifications are revised or enlarged, this Agreement is intended to cover such revised or enlarged classifications.)

(b) EMPLOYER agrees to request UNION to furnish the EMPLOYER with personnel who in the sole judgment of EMPLOYER are competent and satisfactory for any vacancies or when additional employees are needed in the foregoing maintenance employee classifications.

(c) UNION agrees to furnish competent and satisfactory personnel to EMPLOYER within five (5) working days of receipt of request from EMPLOYER for such personnel. If UNION fails to comply with this provision, EMPLOYER reserves the right to hire employees of its own choosing from any source.

(d) The foregoing provision requiring UNION to furnish personnel within five (5) working days of receipt of request from EMPLOYER shall not apply to temporary maintenance employees hired under the provisions hereinafter set forth in Article 11 of this Agreement.

(e) If the job vacancy is that of a Maintenance Aide, or higher, the EMPLOYER shall post notices advertising said vacancy. EMPLOYER-wide seniority along with fitness and ability shall be governing factors for selection. All things being relatively equal, seniority shall prevail.

3. Union Membership and Dues Checkoff

(a) EMPLOYER agrees that employees who are retained in its employ after the first thirty (30) days of employment may become members in good standing of the applicable craft union covering the work of such employees, affiliated with the UNION. All persons hired by the EMPLOYER, if not a member of such applicable craft union at the time, may, if retained after thirty (30) days, apply for membership in that craft union and shall be accepted as members thereof without discrimination in any respect including initiation fees or dues, and UNION agrees that such employees will be accepted into membership by the said applicable craft union on the same terms and conditions under which other applicants for membership are accepted in said applicable craft union.

(b) For those employees who are Union members, the EMPLOYER agrees to deduct monthly from the first pay received by each employee in each month the membership dues (which includes initiation fees and assessments) of the applicable craft union, and remit same to such craft union within ten (10) days after the date of the paycheck from which the deduction is made. There will be no refund of dues by the EMPLOYER because employee withdraws from the particular craft union.

(c) The foregoing is conditioned on the particular craft union obtaining and delivering to the EMPLOYER for each such employee an assignment in writing in the form approved by the EMPLOYER, authorizing the EMPLOYER to make such deduction, which assignment shall not be irrevocable for more than one (1) year, or the term of this agreement, whichever is sooner.

(d) EMPLOYER agrees, in the manner agreed upon between the EMPLOYER and such local, to deduct from each weekly pay due to employees who are members of Local 332, Laborers Union, and who authorized such deductions on forms acceptable to EMPLOYER, the sum of two and one-half (2-1/2) cents for each hour worked by each such employee during the week for which such pay is due and to remit the same monthly to said Union.

(e) The EMPLOYER shall provide the UNION with a list of members on or before March 31<sup>st</sup> of each year.

(f) The UNION shall notify the EMPLOYER within fifteen (15) days of any change in the amount of dues to be deducted.

(g) The UNION will indemnify, defend, and hold harmless the EMPLOYER from any liability and for the cost of litigation from any claims instituted against EMPLOYER arising out of or related to the operation of Articles 2 and/or 3.

#### 4. Duties and Promotions

(a) The EMPLOYER shall have the sole right to determine the number and classification of the positions of its employees. The duties and responsibilities in the respective classifications shall be determined by mutual agreement. In the event of a dispute with respect to the above, it will be subject to arbitration and there will be no work stoppage pending arbitration.

(b) In the event of promotion, all opportunities for promotions shall be posted not less than fifteen (15) working days before the job award. The promotion shall be governed by qualifications, performance, and/or interview(s) of candidates, in addition to fitness and ability. If qualifications, performance, interview(s), fitness and ability are otherwise equal, seniority shall govern the promotion. In the event of demotion, permanent or temporary layoff or recall from temporary layoff, qualifications, performance, fitness and ability being equal, seniority shall prevail. It is understood that operating control shall rest with the EMPLOYER.

(c) In the event a promoted maintenance employee is found not to have the ability to perform the work required in his/her promoted job within ninety (90) days from such promotion, such employee shall be placed back in his/her former position and shall, retain his/her seniority at the former position from which he/she was promoted.

#### 5. Seniority

(a) Seniority shall be broken for the following reasons:

(1) Maintenance employees discharged for cause or quitting shall lose their seniority rights, provided no grievance is submitted within forty-eight (48) hours, Monday through Friday.

(2) If a maintenance employee who has been laid off fails to return to work within seven (7) days after having been notified by registered letter, return receipt, mailed to his/her last known address. A copy of each letter shall be furnished to the Union.

(3) If a maintenance employee is absent from work for forty-eight (48) hours without the EMPLOYER being notified.

(4) If a maintenance employee fails to report for work at the termination of a leave of absence unless for cause.

(5) After a maintenance employee has been laid off for six (6) months because of lack of work, he/she shall be dropped from the seniority list unless he/she shall notify the EMPLOYER, in writing, before the end of such six (6) month period, and monthly thereafter, of his/her intention to report for work when requested. Any employee so laid off shall be notified in writing of the requirements of this paragraph.

(b) Posting Seniority Lists: A seniority list of all employees covered by this Agreement, divided into the classifications recognized by this Agreement, showing name, position and date of entering service, will be made available to the Union upon request in April of each year. The seniority list will be open to protest and correction for a period of thirty (30) days, and upon proof of error presented by an employee or his/her representative such error will be corrected.

(c) A seniority list shall be provided the applicable craft Union showing the above-mentioned information for those employees whom the applicable craft represents within five (5) days upon request.

**6. Layoff and Recall**

(a) The Employer will make every effort to avoid layoffs, and will meet and discuss with the Union at least sixty (60) days in advance to explore alternatives to layoffs of bargaining unit members.

(b) It is agreed that EMPLOYER has the right to layoff (i) as a result of reduction of Federal Funding to the EMPLOYER, or (ii) relating to reduction of the number of public housing units. Such layoffs shall be based on skills, ability, and experience. If skills, ability and experience are equal, seniority in the classification shall prevail.

(c) No layoffs will occur prior to April 1, 2020, except in the event of reduction in Federal Funding to the EMPLOYER.

(d) The Parties agree that in the event of layoffs there will be no bumping rights between job classifications represented by the various local unions covered by the agreement.

(e) An employee shall receive his or her full wages, less appropriate deductions, in the pay period following an employee's layoff.

**7. Probationary Period**

(a) A probationary period of ninety (90) days must be worked before an employee acquires any seniority status. After having served such probationary period, seniority shall start as of the day the employee began to work, and he/she shall then be considered a regular employee and shall be entitled to the benefits of this Agreement at that time, in addition to the benefits provided after 30 days, as set forth in subsection 7(d), below. During such probationary period, the EMPLOYER, at its sole discretion, shall have the right to separate such probationary employees from employment.

(b) During such probationary period, the EMPLOYER, at its sole discretion, shall have the right to separate such probationary employees from employment.

(c) EMPLOYER shall have the right to discharge any new employee for any reason whatsoever during the first ninety (90) days of said employee's employment period, and such discharge shall not be subject to the grievance procedure.

(d) Employees shall be eligible to use accrued personal and sick leave during their probationary period upon the 30th day following hire.

**8. Discharge and Discipline**

EMPLOYER agrees not to discharge or discipline any employees without good and sufficient cause; provided, however, that EMPLOYER shall have the right to discharge any new employee for any reason whatsoever during the first ninety (90) days of said employee's employment period. In the event that EMPLOYER and UNION shall disagree as to the existence of proper cause for the discharge of any employee, excepting new employees discharged by the EMPLOYER within aforesaid ninety (90) days from the date of their employment, the matter shall be subject to the grievance procedure in Article 21.

(a) Where the Employer determines that a disciplinary situation does not warrant immediate suspension and/or discharge, the Employee shall receive written notification of the discipline and that intended discipline shall be scheduled to occur no sooner than ten (10) working days from the date of the written notice.

This period may be used by the Employee to grieve the matter if he/she so desires. If a grievance is filed, the discipline shall be held in abeyance while it is being pursued through and including Step III of the Grievance Procedure.

(b) Where the Employer determines that a disciplinary situation warrants immediate suspension and/or discharge or for an offense of a continuing nature for which discharge is the intended action, the Employee shall receive the written notification of the intended discipline as soon as it is prepared and available. In

situations where the intended discipline is discharge, the Employee shall receive a ten (10) day suspension and notice of intent to discharge him/her. The discharge shall be effective at the end of the period unless a grievance is filed during said ten (10) day period, in which case the suspension shall continue in effect and the discharge shall not become effective until Step III in paragraph (1) below of the Grievance Procedure is completed, unless the parties otherwise resolve the matter before that time.

(c) Notice shall be given, to the UNION and/or the designated Shop Steward of any disciplinary action taken or to be taken.

(d) In the event an employee is discharged, the employee shall receive his/her wages, less appropriate deductions, in the pay period following the employee's discharge.

#### 9. Wages

(a) EMPLOYER agrees to pay the wages set forth in Addendum "A" attached and made a part of this Agreement. It is understood and agreed by both EMPLOYER and UNION that the wages paid to maintenance employees, referred to in Addendum "A," are subject to review and determination by the Department of Housing and Urban Development as governed by the United States Housing Act of 1937 as amended.

(b) **Wage Rates and Bonuses:** Bargaining unit members will receive the following wage increases and/or payments throughout the term of the Agreement. Wage increases are reflected on Addendum A.

(1) Upon ratification of this agreement, each bargaining unit member employed by the EMPLOYER as of April 1, 2019, excluding provisional and temporary employees, shall receive a one-time bonus payment equal to the percentage that \$1.50 represents relative to their current base hourly rate, multiplied by their earnings for fiscal year 2019 or their base annualized rate, whichever is greater. (Note: Only earnings that would be affected by a base wage increase are included in the calculation, such as overtime. Earnings such as longevity, shift differential, etc. are excluded).

(2) Effective April 1, 2020, the base hourly wage rate for all classifications covered by this agreement, excluding those governed by the Davis-Bacon and Related Acts, shall be increased by One Dollar (\$1.00).

(3) A one-time bonus payment in the amount of Five Hundred and Twenty Dollars (\$520.00) will be issued to each active bargaining unit member as of April 1, 2020.

(4) Effective April 1, 2021, the base hourly wage rate for all classifications covered by this agreement, excluding those governed by the Davis-Bacon and Related Acts, shall be increased by One Dollar (\$1.00);

(5) A one-time bonus payment in the amount of Five Hundred and Twenty Dollars (\$520.00) will be issued to each active bargaining unit member as of April 1, 2021.

(c) **Longevity:** Each employee in the bargaining unit shall receive longevity pay annually in the amount of \$400.00 for each five (5) years of continuous service with the Employer.

(d) **Direct Deposit:** EMPLOYER shall pay all wages by direct deposit to the institution designated by the employee.

(e) **Operation of Trash Compactor:** The EMPLOYER shall pay to an employee who operates a trash compactor truck twenty-five cents (\$0.25) per hour above the regular rate paid to the employee in his/her classification as set forth in Addendum A of this Agreement, for all hours the employee spends driving the trash compactor truck.

(f) **Commercial Driver License:** The EMPLOYER shall pay to an employee with a Commercial Driver License (CDL) who operates a PHA commercial vehicle twenty-five cents (\$0.25) per hour above the regular rate paid to the employee in his/her classification as set forth in Addendum A of this Agreement, for all hours the employee spends driving the PHA commercial vehicle.

#### 10. Shift Differentials

(a) For second shift work during the Monday-Friday schedule, the hourly rate will be increased by twenty cents (\$0.20) per hour, provided that the majority of the employee's hours fall between 3:30

p.m. to 12:00 a.m., in which case the employee will receive the corresponding shift differential for all hours worked in the regularly scheduled shift.

(b) For third shift work during the Monday-Friday schedule, the hourly rate will be increased by thirty-five cents (\$0.35) per hour, provided that the majority of the employee's hours fall between 11:30 p.m. to 8:00 a.m., in which case the employee will receive the corresponding shift differential for all hours worked in the regularly scheduled shift.

(c) If Saturday and Sunday, or either of them, are included in a regular workweek of an employee, then such employee shall receive a fifty cents (\$0.50) per hour shift differential for the entire workweek.

(d) Shift differentials will not pyramid. If an employee is entitled to receive more than one shift differential, the employee will receive the highest differential for which he/she is eligible.

#### 11. Temporary and Provisional Employees

(a) **Temporary Employees:** Although EMPLOYER shall notify UNION of vacancies for such work at least five (5) days prior to hiring therefore, EMPLOYER shall be entitled to employ temporary employees from any source without prior referral from the UNION for work from May 15 to September 30 of any year or for any part of such period. Each such employee may become a member of the appropriate union affiliated with UNION thirty (30) calendar days after his or her employment by EMPLOYER. If such employee continues to be employed after September 30 of the year of his employment, then such employee shall no longer be a temporary employee and shall be entitled to all of the rights of a regular employee under this Agreement. All other positions, whether temporary or otherwise, shall be filled in the manner set forth in Article 2 hereof. A temporary employee (other than employees hired for work between May 15 and September 30 of any year) shall be an employee engaged for work not to exceed sixty (60) consecutive calendar days. Temporary employees (whether employed for service of less than sixty (60) days' duration or for the period from May 15 to September 30) shall be paid rates for work in accordance with the wage rates currently being paid as established by existing contracts between local unions affiliated with the UNION and EMPLOYER in the particular kind of work involved, or as shall be mutually agreed by the parties.

(b) **Temporary Employees – Vacancy Reduction Projects:** Notwithstanding Article 11(a), additional provisions governing the use of temporary employees on Vacancy Reduction Projects appears in Addendum B to this Agreement.

(c) **Provisional Employees:** Provisions governing the use of provisional employees appear in Addendum C to this Agreement.

#### 12. Sick Leave

(a) Employees who were hired before ratification of the 2002-2008 Memorandum of Agreement will be entitled to one and one-quarter (1.25) days of paid sick leave for each month worked.

(b) Employees hired after the ratification of the 2002-2008 Memorandum of Agreement, are entitled to ten (10) days of paid sick leave per year, which is accrued at the rate of 0.8333 days for each month worked.

(c) No employee may use sick leave during his/her probationary period until after the employee has completed 30 days of employment.

(d) Employees will be entitled to unlimited accumulation of sick leave.

(e) Approved sick leave shall be charged on a half-hour basis.

(f) Vacation and sick leave balances shall be listed on employees' payroll check stubs each week.

(g) Any employee who retires after thirty (30) years of service (regardless of age) or retires at age sixty two (62) with ten (10) years of service, shall be paid a sum equal to thirty-five percent (35%) of his/her total accumulated sick leave, calculated at his/her then existing wage rate.

(h) Employees who call in and request sick leave beyond three (3) consecutive days must provide the Human Resources Department with a doctor's certificate that verifies illness. The doctor's certificate must contain the date seen by the doctor and the employee's return to work date. Failure to provide medical



certification for sick leave absences beyond three (3) days may result in non-payment of the employee's request for sick leave pay.

(i) Entitlement to medical leave shall be governed by the EMPLOYER's Family and Medical Leave Policy and Medical Leave of Absence Policy set forth in the Employee Handbook. Failure to return to work at the expiration of Family and Medical Leave and/or Medical Leave of Absence will result in termination of employment. This policy may be changed by the EMPLOYER from time to time with notice to the Union.

(j) The Union may grieve the Employer's denial of an employee's request for a medical leave of absence.

(k) Provided such employee is physically able to perform his/her work, as determined by an appropriate medical certification, and thus return thereto at the expiration of the medical leave of absence, he/she shall be assigned to any job location designated by the EMPLOYER in the classification held immediately prior to the illness. An appropriate medical certification within the meaning of this clause shall be considered to mean: (1) a written opinion by the employee's treating physician; and (2) a written opinion by a physician appointed by the EMPLOYER. Should there be any difference of opinion between an EMPLOYER appointed physician and the employee's personal physician, the parties shall mutually agree to the appointment of a third physician (at EMPLOYER's expense) whose opinion, after an examination of the employee, shall be binding on the parties.

(l) Failure to return to work at the expiration of Family Medical Leave or Medical Leave of Absence will result in termination of employment.

### 13. Medical Insurance

(a) The EMPLOYER shall provide all eligible employees with HMO and PPO medical plan options in which the employee may choose to enroll. This shall include family coverage.

(b) EMPLOYER will pay 90% of the premium for the HMO 5 Plan with prescription coverage, and employees selecting an HMO Plan will pay the balance of the premium through an IRS Section 125 pre-tax payroll deduction. EMPLOYER will pay 80% of the PPO 10 Plan with prescription coverage, and employees selecting a PPO Plan will pay the balance of the premium through an IRS Section 125 pre-tax payroll deduction.

(c) EMPLOYER will pay 90% of the premium for dental and optical coverage, and employees will pay the balance of the premium through an IRS Section 125 pre-tax payroll deduction.

(d) The above referenced premium sharing shall be subject to adjustment in accordance with the premium sharing for non-represented employees of EMPLOYER.

(e) EMPLOYER shall have the discretion to make reasonable modifications to the medical, prescription, dental and optical plans from time-to-time.

(f) EMPLOYER reserves the right to reopen the Agreement in order to address and renegotiate any issues raised under the Affordable Care Act.

### 14. Life Insurance

EMPLOYER will provide employees with life insurance coverage in an amount equal to 1.25 times the employee's salary. EMPLOYER will pay 90% of the premium for the coverage, and employees will pay the balance of the premium, with this premium sharing subject to adjustment in accordance with the premium sharing for non-represented employees of EMPLOYER. This benefit will be taxable to the employee in accordance with the law.

### 15. Inoculations

The EMPLOYER, at its expense, shall provide inoculations to those employees exposed to waste and hazardous environmental conditions, provided the UNION will furnish to the EMPLOYER within ninety (90) days after the date of this Agreement a list of the qualifying inoculations it desires EMPLOYER to give to the employees, and further provided that each employee who desires any such inoculation shall consent thereto in writing and release the EMPLOYER from any responsibility or liability therefore.

**16. Jury Duty**

If an employee will be called to jury duty, he/she shall be paid by EMPLOYER his/her weekly compensation for the period of such duty. In order to receive regular compensation during any period of jury duty, employees shall provide their supervisor with proof of jury duty service and shall submit the payment received for jury duty service.

**17. Use of Automobile**

If an employee is required to use his/her own automobile for travel on behalf of EMPLOYER he/she shall be reimbursed a sum equal to the current IRS rate for each mile of such travel, provided he furnishes a certificate of insurance showing that he maintains liability insurance at the time of the use of the automobile.

**18. Bereavement Leave**

Entitlement to bereavement leave shall be governed by the EMPLOYER's Bereavement Leave Policy set forth in the Employee Handbook, except that "immediate family" as defined in the Bereavement Leave Policy shall include mother-in-law and father-in-law. This policy may be changed by the EMPLOYER from time-to-time with notice to the Union.

**19. Performance Evaluations**

All employees, regardless of classification, shall be evaluated annually on their performance as follows: Outstanding, Superior, Satisfactory, Improvement Needed, or Unsatisfactory. All evaluations shall be reviewed with the employee involved. If the employee is dissatisfied with the performance evaluation, he/she shall have the right to appeal to the Human Resources Department Head or his/her designee or his/her nominee for that purpose. Performance evaluations shall not be grievable, except that when an employee's rating is Unsatisfactory and the employee is dissatisfied with such rating, he/she shall have the right to a grievance.

**20. Personnel Files**

All employees shall have personnel folders which shall contain applications, performance evaluations and all other information relevant to the employee. They may be examined, after reasonable notice to the EMPLOYER, at EMPLOYER'S place of business during regular business hours with employee's permission, by the UNION on behalf of the employee.

**21. Grievance and Arbitration Procedure**

(a) **Grievance.** Except as specifically excluded, a grievance is any dispute or grievance of the parties or of any employee covered by this Agreement, which may arise with reference to the application or interpretation of the provisions of this Agreement, or enforcement thereof. It is mutually understood and agreed that all grievances of the UNION arising herein shall be dealt with as provided for in this section.

**Step I.** Employees shall register grievances with the steward of the applicable craft Union, who shall present such grievances informally to the immediate Supervisor within five (5) working days from the date the employee knew or should have known of the circumstances giving rise to the grievance. The Supervisor must resolve the grievance informally within twenty-four (24) hours.

**Step II.** If the grievance cannot be resolved informally, as above provided in Step I, the Business Manager of the applicable craft union shall present such grievance herein with the employee and steward in writing to the Manager designated by the EMPLOYER within five (5) working days. The Manager designated by the EMPLOYER shall confer with the department head and shall meet with the applicable craft union within five (5) working days of the presentation of the grievance, and shall render a decision in writing no later than three (3) working days after meeting with the applicable craft union.

**Step III.** If unable to reach a satisfactory adjustment, as above provided in Step II, the applicable craft Union shall appeal the decision of the EMPLOYER in writing to the Human Resources Department Head or his/her designee within five (5) working days. The Human

Resources Department Head or his/her designee shall meet with the applicable craft Union within five (5) working days of receipt of the written appeal and shall render a decision in writing no later than five (5) working days after such meeting.

Step IV. In the event the grievance is not satisfactorily adjusted, as above provided in Step III, then within the next ten (10) working days either party may submit the case to arbitration.

(b) **Arbitration.** Any grievance which cannot be settled directly by the parties hereto may be submitted to the American Arbitration Association in Philadelphia, Pennsylvania for arbitration. The decision of the arbitrator shall be final and binding. The arbitrator shall have no power to alter, amend, add to, or detract from the language of this Agreement. The costs of the arbitrator, AAA administrative fee, and room fee, if any, shall be split equally between the parties. It is agreed by the parties that all time limits under this Article are material and of essence to the parties' Agreement.

**22. List of Hospitals and Job Injuries**

(a) The EMPLOYER shall designate a list of hospitals for the purpose of having employees attended in an expeditious manner once arriving for treatment arising out of the performance of their duty.

(b) Any employee injured during his/her regular working hours shall report the injury to the EMPLOYER as soon as medically possible. If necessary, the employee shall be sent to a hospital, clinic or physician's office for treatment. The employee shall receive the regular rate of the classification being performed for the time spent in going to the physician's office, clinic, or hospital and his/her return to the job. If the employee is ordered by a physician to remain in the hospital, clinic, or is sent home, the employee shall be paid for the balance of the workday at the regular rate of the classification he was performing at the time injury.

(c) Employees released for light duty shall be placed in a light duty assignment, if work is available. Light duty assignments shall not be restricted to a particular work site. EMPLOYER agrees to assign the employee on a light duty assignment within the employee's particular craft, if possible.

(d) The UNION agrees that the EMPLOYER shall have the right to conduct post-accident drug tests on bargaining unit members.

**23. Tools Machinery and Facilities**

(a) The EMPLOYER shall furnish power tools and equipment necessary to perform job duties to all trades as described herein.

(b) The EMPLOYER shall provide to all job classifications in the UNION, with the exclusion of laborers and painters, a one-time allowance for non-power tools in the amount of Two Hundred Dollars (\$200.00). EMPLOYEE shall be responsible for the upkeep, maintenance and replacement of the tools provided. EMPLOYER will not replace any tools provided under this paragraph. Unless otherwise specified, all other employees shall provide their own non-power hand tools.

(c) The EMPLOYER shall furnish all necessary tools and equipment to laborers and painters.

(d) The EMPLOYER shall furnish a suitable place with hot and cold running water, soap, and towels as required by work assignment.

(e) Foul weather gear, gloves and rubber boots shall be provided by the EMPLOYER whenever required by work assignment.

(f) All areas covered by the EMPLOYER shall be furnished with first aid kits. All EMPLOYER-owned trucks shall be furnished with first aid kits.

(g) EMPLOYER shall have the right to require employees to wear EMPLOYER-issued uniforms. If required, the EMPLOYER will provide the uniform and will exchange worn out uniforms for new ones. Employees will be responsible for the alteration and maintenance of their uniforms.

(h) The EMPLOYER shall pay for the replacement or repair of eye glasses broken in the performance of duty.

(i) The EMPLOYER will, at its own expense, provide five (5) pairs of white dungarees to each new member of the Painters Union upon hire. Worn out dungarees may be exchanged for new ones.

(j) All employees will be furnished five (5) sets of uniforms. Employees are required to report to work in said uniform. Old and worn out uniforms will be exchanged for new ones. Employees will be responsible for the alteration and maintenance of said uniforms.

(k) EMPLOYER agrees to provide safety gear and equipment including safety glasses, hard hats, hearing protection, respirators and disposable coveralls, to employees working at sites if necessary.

(l) Employees are expected to secure all EMPLOYER equipment. If any EMPLOYER tool or equipment is lost, stolen, or damaged, the employee must report the incident to his/her supervisor immediately. Employees may be responsible for the cost of lost, stolen, or damaged equipment.

**24. Steward Recognition**

(a) The Steward shall be appointed by the authorized official of the applicable craft union and shall be recognized by the EMPLOYER as having the duty and right to police the terms of this Agreement and to detect violations of said Agreement and report same to the Business Manager of the applicable craft union. Stewards shall also have the duty and the right to confer with employees and confer and consult with management within the scope of his/her authority. The Steward shall be allowed reasonable time to perform his/her duties during the course of his/her working hours without loss of pay. No meetings, conferences or consultations shall take place during business hours which will interfere with the continued normal operations of the EMPLOYER.

(b) The EMPLOYER shall have no right to discharge the Steward until such time that the EMPLOYER has consulted with the Business Manager and Steward of the applicable craft Union. If this meeting cannot resolve the situation, the EMPLOYER and/or the UNION shall proceed in accordance with the Grievance Procedure. The discharge, however, shall remain in effect, without prejudice, pending a final decision on the issue.

(c) No Union Shop Steward shall be transferred from his position except among the projects in which he serves as Steward, without the prior approval of the Union representative.

(d) The UNION will notify the EMPLOYER when it adds or changes a steward.

**25. Foreman**

(a) For every working group of at least five (5) laborers at one conventional site, scattered site or specialty crew, one (1) of the five (5) will be a working foreman. For every working group of at least ten (10) members of a respective trade at one conventional site, scattered site or specialty crew, one (1) of the ten (10) will be a working foreman for that particular trade.

(b) In the absence of the foreman, a foreman will be appointed and paid out-of-class at foreman rates. Work performed by the employees covered by this Agreement shall not be supervised or assigned to anyone not specifically appointed by the EMPLOYER.

(c) The foreman shall be selected on the basis of seniority, fitness and ability to perform the job. All factors being equal, seniority shall be the governing factor.

(d) The foreman shall receive one dollar (\$1.00) per hour above the basic hourly rate of the highest paid employee of the classification.

**26. Overtime**

(a) All work after eight (8) hours a day or forty (40) hours a week shall be paid at the rate of time and a half.

(b) The currently existing Labor Management Committee will meet and discuss with the appropriate EMPLOYER officials to determine the cause of and to make recommendations to address any problems that might exist regarding the procedures for ensuring that authorized overtime and out-of-class pay is included in bargaining unit members' pay in the payroll week after the week in which the pay was earned. Any bargaining unit member whose authorized, outstanding overtime and/or out-of-class pay has been outstanding for over thirty (30) days will receive a payment of \$100 in addition to payment of the wages owed. Outstanding pay shall be defined as overtime hours that have been submitted but unpaid.

**27. Work Classification**

(a) If an employee is scheduled for a higher classification the day before, he will get the higher rate for the entire day working in the higher classification. If his/her classification is changed in an

emergency the morning of employment, he/she will get at least one-half (1/2) day at the higher classification. If it continues into any part of the afternoon, he/she will get the entire day at the higher classification rate.

(b) An employee who works out of his/her classification for thirty (30) consecutive working days shall be promoted to the higher classification; however, time spent assigned to out of class work due to the absence of other employees because of annual leave or sick leave or due to the existence of a valid emergency shall not be counted in the computation of such thirty (30) days.

(c) The rate of compensation payable for vacations, holidays, annual and sick leave etc., where an employee is temporarily working in a higher classification, shall be paid at the higher-paid classification rate, provided that the employee has worked in the higher classification for thirty (30) days.

**28. Call-In-Pay**

Employees will be expected to work the required overtime when an emergency is declared by the EMPLOYER. Emergency shall be defined as any act of God or other reasons beyond the control of the EMPLOYER. If employees are called from their home for such work, they shall be compensated for at least one-half (1/2) day's pay if they report. Emergency overtime shall be subject to the overtime and holiday provisions of this agreement.

**29. Emergency Closings**

The provisions of this section shall also apply when the President and CEO declares that the entire EMPLOYER shall not open for normal operations on a regularly scheduled work day due to an emergency or due to business necessity. That is, in addition to the regular days' pay that employees receive though not reporting to work due to an emergency, employees who are called in (or who report and are authorized to work) shall be compensated at one and one-half times their regular rate of pay for all hours actually worked. Employees compensated under this provision shall be assured at least four (4) hours of this additional compensation. Emergency has the same definition in this Article as it does in Article 28 (Call-In Pay).

**30. Weekly Paydays**

Each employee shall be paid weekly.

**31. Subcontracting**

The EMPLOYER has the right to subcontract bargaining unit work. EMPLOYER agrees that any contractor selected to perform bargaining unit work will have one or more of the unions set forth in Article 2 of this Agreement as a representative of its employees, or such other union not listed in Article 2 of the Agreement as agreed by the UNION, prior to work commencing.

**32. Transfers**

Notice of all transfers under this procedure shall be given, in writing, to the employee with a copy of the transfer order forwarded to each respective Local Union. Transfer orders will be signed by the employee. No employee shall be transferred from one location to another without at least five (5) working days advance notice, except under emergency circumstances. Where emergency circumstances occur, however, the EMPLOYER will not transfer any employee without prior consultation with the UNION. A failure to give such notice as required herein shall permit the employee to refuse to transfer without loss of wages.

**33. Security**

The EMPLOYER will take reasonable precautions to safeguard the security of employees when they are at work. It is understood that employees may refuse to work, without penalty, in circumstances where adequate security is not present.

**34. Heat at Scattered Site Units**

Working conditions shall include sufficient heat to be maintained while employees are at work indoors at scattered site units. Where working conditions permit, the EMPLOYER may utilize space heaters for the aforesaid purposes.

**35. Renewal of Engineer's License**

The EMPLOYER shall reimburse any engineer for costs incurred in the renewal of any engineer's license, up to a maximum of ten dollars (\$10.00).

**36. Joint Labor Management Committee**

The Joint Labor Management Committee (JLMC) shall consist of one representative of each local union, or his/her designee, covered by this bargaining unit and four members of management. The JLMC shall convene quarterly, or as necessary, and discuss topics of concern under the collective bargaining agreement. This Committee may make policy and procedure recommendations to the EMPLOYER but may not modify, revise or usurp the provisions of the collective bargaining agreement. Any intended change that would affect the terms and conditions of the collective bargaining agreement must be agreed upon by EMPLOYER and the BCTC.

**37. Training**

The EMPLOYER shall forward a contribution of \$.15 per hour for each hour worked by employees in classifications represented by Local 332 to a training fund established and administered by Local 332. The purpose of this fund is the support and training of local-represented employees in order to improve and upgrade janitorial and maintenance skills. In consideration for this contribution, neither the EMPLOYER nor its employees shall be charged a fee for said training. Local 332 shall provide the EMPLOYER with a training plan(s) to be reviewed and approved by the EMPLOYER and, with periodic progress reports for participants. In addition, the Union shall provide the EMPLOYER with an annual accounting of these training funds.

**38. Information Provided to Employer**

An employee shall notify the employer within seven (7) days of any address change.

**39. Work Rules and Policies**

Employees are subject to any and all rules and policies of EMPLOYER, including but not limited to those in the Employee Handbook, except where such rules or policies conflict with this Agreement.

**40. Vacations**

(a) Employees will be entitled to three (3) weeks paid vacation after the first year of employment. Vacation time, however, will be accrued from the date of hire and is earned at the rate of one and one-quarter (1 ¼) days for each month worked.

(b) Employees will be entitled to four (4) weeks paid vacation after ten (10) years of employment. Vacation time, however, is earned at the rate of one and two-thirds (1 2/3) days for each month worked..

(c) Under no circumstances can vacation time be accumulated in excess of thirty-five (35) days.

(d) Vacation pay will be given at the start of the vacation period for periods of no less than one week upon two weeks' advance notice.

(e) When an employee is hired: if hired on the 1st to 15th of the month, the first accrual will occur on the 15th of the month of hire; if hired on the 16th to 31st of the month, the first accrual will occur on the 15th of the month following hire. New hires will accrue vacation during the first year of employment, but will not be eligible to use vacation until their second year of employment.

**41. Hours of Work**

(a) The workweek for full-time employees shall be five (5) consecutive days of 8.5 hours per day (including a one-hour lunch, half of which is paid) at times and/or days determined by the EMPLOYER, within the limits set forth in the following paragraph. Each employee shall be advised of his/her assigned work schedule and shall be required to adhere to it.

(b) Nothing contained herein shall be construed as preventing the EMPLOYER from restructuring the normal work day and workweek for the purpose of promoting efficiency. When a change is

required, the employee and Union shall be provided with five (5) working days prior notice except in the case of an emergency that does not permit such notice. Upon such notice, the Union may request a meeting with management within two (2) working days for the purpose of discussing said change.

(c) Every employee shall be granted a "wash-up" time of fifteen (15) minutes a day before the end of his/her daily shift.

**42. Senior Mechanics**

If Senior Mechanics are employed by the EMPLOYER, they shall receive a two hundred dollar (\$200.00) differential annually over and above the regular rate of a mechanic.

**43. Painters**

EMPLOYER agrees that it will employ at least the present number of painters and painter working foremen during the term of this Agreement.

**44. Holidays and Personal Days**

The employees shall be entitled to the following guaranteed paid holidays, regardless of the day of the week on which the holiday falls and shall be paid a regular day's pay therefore:

New Year's Day	Labor Day
Martin Luther King's Birthday	Columbus Day
President's Day	Veteran's Day
Good Friday	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	

(a) In order to be eligible for holiday pay, an employee must either work and/or be on approved paid leave status on the regularly scheduled work days before and after the holiday.

(b) Work on the above holidays shall be paid, at the rate of time and one-half plus a regular day's pay.

(c) When a holiday occurs on the regularly scheduled day off of an employee, the EMPLOYER will schedule the holiday on the scheduled workday either immediately before or immediately after the holiday.

(d) All employees shall be entitled to three (3) personal leave days for the calendar year, no more than one (1) of which can be taken in any four (4) month period. Personal leave days do not accrue and unused days are not compensable.

**45. Legal Services Plan**

(a) The EMPLOYER and the Laborers Union have established a jointly administered Legal Services Plan for all full-time employees represented by that Local. The EMPLOYER shall contribute the sum of \$7.00 per month for each full-time employee represented by the Local within the bargaining unit to the Legal Services Plan.

(b) The EMPLOYER agrees to forward a separate check to the jointly administered Plan for the total amount of its contribution and will make its best efforts to forward the check within ten (10) working days after the pay period during which said contribution is credited. Along with the check, the EMPLOYER agrees to provide the name and employee number of each employee for whom contributions are being made. It is understood that said Plan shall provide quality legal services to all employees of the bargaining unit and their dependents in a manner which is designed to ensure a high degree of legal competence and service and must:

(1) Operate in an economically sound manner.

(2) Not be used for the institution of legal proceedings against the EMPLOYER or its duly authorized officials.

(3) Not be used for the institution of any legal proceedings against the Philadelphia Building and Construction Trades Council or Laborers International Union, Local 332, or any of their officers, employees, agents or representatives thereof

(4) Be operated at all times in a manner consistent with the provisions, spirit and intent of the Canons of Professional Ethics of the American Bar Association, the Pennsylvania Bar Association and the Philadelphia Bar Association.

**46. Retirement Plans**

(a) The Retirement Plans, applicable to the bargaining unit covered by this Agreement, are described in full in the Plan documents on file in the Human Resources Department.

(b) Effective March 31, 2011, the DB Plan is frozen. Employee contributions cannot be withdrawn from the DB Plan. For employees terminating on or after December 31, 2010, the definition of Average Earnings shall be the average rate of earnings on three (3) consecutive November 1's ending November 1, 2007.

(c) Effective April 1, 2011, bargaining unit members are enrolled in EMPLOYER's DC Plan. Employees shall contribute 5.5% of their current rate of pay.

(d) Effective January 1, 2013, EMPLOYER will contribute into the DC Plan 5.5% of employee's current rate of pay.

(e) EMPLOYER will commit to funding of unfunded value of vested DB Plan benefits based on the actuarial value of plan assets as of November 1, 2010 pursuant to a twenty (20) year amortization schedule. In addition and gains or losses resulting from differences from plan experience in actuarial assumptions after November 1, 2010 would be amortized pursuant to a twenty (20) year amortization schedule.

(f) Effective January 1, 2011, pensions for people who already retired from active employment on or after April 1, 2009, shall have their pension recalculated prospectively using a three (3) year average pay ending November 1, 2007.

(g) A disability pension plan covers employees with five (5) or more years of pension service.

(h) Early retirement eligibility shall be either age 50, age 45 plus 20 years of pension service, or 25 years of pension service; and the benefit reduction amount for early retirement shall be changed from two percent (2%) to one percent (1%) per year, with a maximum ten percent (10%) reduction.

(i) The optional normal retirement age is 55.

(j) Employees with ten (10) or more years in the Pension Plan shall be entitled to retire at age sixty-two (62) with full accumulated benefits. There shall be no actuarial reductions of pension benefits under this provision.

(k) The EMPLOYER agrees that, when future revisions in the Pension Plan are discussed or negotiated, the UNION shall be notified and given an opportunity to participate in such negotiations or discussions.

**47. No Strike or Lockout**

During the term of this Agreement, and during any period of negotiation for any renewal of this Agreement, there shall be no lockout by EMPLOYER, and no strike, stoppage of work, picketing, boycotting or any other activity by UNION or with the UNION'S consent, instigation or sufferance, which results or is intended to result in any interruption of or interference with the normal operations of EMPLOYER.

**48. No Discrimination**

Neither EMPLOYER nor UNION shall discriminate against any employee or applicant for employment because of race, creed, color, national origin, age or sex.

**49. Management Rights**

It is understood and agreed that the EMPLOYER, at its sound discretion, possesses the right, in accordance with applicable laws, to manage all operations, including but not limited to the direction of the work force and the right to plan, direct and control the operation of all equipment and other property of the EMPLOYER, except as modified by this Agreement. Matters of inherent managerial policy are reserved exclusively to the EMPLOYER. These include but shall not be



limited to such areas of discretion or policy as the functions and programs of the EMPLOYER's standards of service, its overall budget, utilization of technology, the organizational structure, and selection and direction of personnel.

In addition, the EMPLOYER has the sole and exclusive right to lay off and recall employees, discipline and discharge employees, subcontract work, and determine the workforce complement, subject to the provisions of this Agreement.

**50. Consolidated Agreement**

The parties agree that the Consolidated Agreement shall constitute the complete and entire Agreement between the parties.

**51. Terms of Agreement**

This Agreement is effective as of the first (1<sup>st</sup>) day of April, 2019 and shall remain in effect until March 31, 2022. It is hereby mutually agreed that either party hereto may terminate this Agreement at the end of such term by giving to the other party written notice of intention to terminate at least sixty (60) days prior thereto, but in default of such notice, this Agreement shall continue on the same terms and conditions for a further period of one (1) year and from year to year thereafter unless and until terminated by either party hereto giving to the other party sixty (60) days written notice previous to the expiration of the then current term.

The parties acknowledge that this Agreement is conditioned upon ratification by the Union membership, approval by the Philadelphia Housing Authority Board of Directors and approval by the United States Department of Housing and Urban Development.

**52. Severability**

In the event any portion of this Agreement shall be contrary to law or the rules and regulations of the Department of Housing and Urban Development under the United States Housing Act of 1937, such provision shall not be enforceable by either party. However, the remainder of this Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives the day and year first above written.

**[SIGNATURE LINES OMITTED]**

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**ADDENDUM A  
TO MEMORANDUM OF AGREEMENT**

**HOURLY RATES**

**2019 – 2022**

**ADDENDUM A**  
**HOURLY RATES FOR BCTC EMPLOYEES**

Job Title	April 1, 2019 - March 31, 2020		April 1, 2020 - March 31, 2021		April 1, 2021 - March 31, 2022	
	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate
Asbestos Laborer	31.25	65,000.00	32.25	67,080.00	33.25	69,160.00
Asbestos Laborer Foreman	32.25	67,080.00	33.25	69,160.00	34.25	71,240.00
Carpenter	33.15	68,952.00	34.15	71,032.00	35.15	73,112.00
Drywall Finisher	31.34	65,187.20	32.34	67,267.20	33.34	69,347.20
Electrician	38.67	80,433.60	39.67	82,513.60	40.67	84,593.60
Facilities Maintenance Foreman	35.25	73,320.00	36.25	75,400.00	37.25	77,480.00
General Foreman	37.05	77,064.00	38.05	79,144.00	39.05	81,224.00
General Foreman II	44.26	92,060.80	45.26	94,140.80	46.26	96,220.80
Glazier	33.15	68,952.00	34.15	71,032.00	35.15	73,112.00
Groundskeeper	21.00	43,680.00	22.00	45,760.00	23.00	47,840.00
Laborer	29.09	60,507.20	30.09	62,587.20	31.09	64,667.20
Laborer Foreman	30.09	62,587.20	31.09	64,667.20	32.09	66,747.20
Laborer Supervisor Quality Control	31.65	65,832.00	32.65	67,912.00	33.65	69,992.00
Locksmith Mechanic	31.34	65,187.20	32.34	67,267.20	33.34	69,347.20
Maintenance Foreman / Instructor	32.34	67,267.20	33.34	69,347.20	34.34	71,427.20
Maintenance Aide	29.57	61,505.60	30.57	63,585.60	31.57	65,665.60
Maintenance Foreman	32.34	67,267.20	33.34	69,347.20	34.34	71,427.20
Maintenance Mechanic	31.34	65,187.20	32.34	67,267.20	33.34	69,347.20
Painter	31.34	65,187.20	32.34	67,267.20	33.34	69,347.20
Painter Foreman / Instructor	32.34	67,267.20	33.34	69,347.20	34.34	71,427.20
Painter Foreman	32.34	67,267.20	33.34	69,347.20	34.34	71,427.20
Plasterer	31.25	65,000.00	32.25	67,080.00	33.25	69,160.00
Plasterer Foreman	35.25	73,320.00	36.25	75,400.00	37.25	77,480.00
Plumber	34.75	72,280.00	35.75	74,360.00	36.75	76,440.00
Sr. Maintenance Aide	30.34	63,107.20	31.34	65,187.20	32.34	67,267.20
Stationary Engineer	31.34	65,187.20	32.34	67,267.20	33.34	69,347.20
Stationary Fireman	30.34	63,107.20	31.34	65,187.20	32.34	67,267.20
Utility Equipment Foreman	32.34	67,267.20	33.34	69,347.20	34.34	71,427.20

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**ADDENDUM B**  
**TO MEMORANDUM OF AGREEMENT**  
**TEMPORARY EMPLOYEES**

**2019 – 2022**

**ADDENDUM B**  
**TO MEMORANDUM OF AGREEMENT**  
**TEMPORARY EMPLOYEES**

**2019 – 2022**

This Addendum is entered into between the PHILADELPHIA HOUSING AUTHORITY (“PHA”) and the BUILDING AND CONSTRUCTION TRADES COUNCIL OF PHILADELPHIA AND VICINITY (the “BCTC”), the collective bargaining representatives for employees who perform maintenance work at PHA. This is an Addendum to the existing Collective Bargaining Agreement (“CBA”), and is being entered into for the purpose of performing maintenance and minor rehabilitation to a number of vacant PHA properties for the express purpose making the units ready to be occupied (the “Vacancy Reduction Project” or “Project”). The Vacancy Reduction Project began on September 15, 2017, and is continuing. This Addendum only, and no other contractual provisions, shall apply to the Project and the employees involved. The Project will be conducted in accordance with the following general provisions:

1. This Addendum will be effective September 15, 2017, and expires on March 31, 2022, unless extended in writing by the parties.
2. The Parties recognize there is a need to increase PHA’s workforce on a temporary basis to complete the Project in a timely manner and make as many units as possible ready to be occupied. Accordingly, the Parties agree that PHA may hire Temporary Employees under this Addendum to work on the Project. The Parties also recognize that once the Project is complete, the Temporary Employees hired under this Addendum will be terminated from temporary employment.
3. Article 11 of the CBA shall not apply to the Temporary Employees hired under this Addendum. Under no circumstances shall the Temporary Employees hired under this Addendum become permanent employees pursuant to Article 11 of the CBA.
4. The Vacancy Reduction Project does not involve units in need of major rehabilitation and will not involve Davis-Bacon work.
5. In order to perform the above specified work, the PHA will hire, as Temporary Employees, trades workers from craft local unions. Those Temporary Employees shall be employed in accordance with the following:
  - a. The trades workers shall be employed as temporary employees for the Vacancy Reduction Project. Temporary Employees may be terminated or laid off for any reason at the PHA’s discretion. Temporary Employees shall not have grievance or arbitration rights.
  - b. Temporary Employees shall be compensated in accordance with the wage schedule in the CBA for each respective classification.
  - c. Upon receiving certification from the respective Local Union(s), and a signed authorization from an employee, the PHA agrees to deduct from each employee’s pay, as set forth in the preceding section, in one amount and remit to the respective Local(s), a deduction made

for: initiation, dues and/or assessments. The respective Local Union(s) will indemnify, defend and hold the PHA harmless against any claims made and against any suit instituted against the PHA in regard to said deduction.

d. The Temporary Employees will be referred to PHA by the respective Local Unions. The PHA reserves the right to pre-screen the individuals referred and may deem any of the individuals as unacceptable for any lawful reason at its discretion and the Local Unions will then refer a replacement. As an affirmative action goal, the PHA and the BCTC shall strive to ensure an average minority representation of two minorities for each five workers employed on the Project.

e. The Temporary Employees covered by this Agreement shall work in crews configured by size and craft as determined by PHA. For those crafts for which there is an ongoing need, trades workers shall be provided to the PHA on an on-call basis with one (1) day advanced notice.

f. Temporary Employees working under this Agreement shall work an eight (8) hour day, with one-half hour unpaid lunch. The normal work day shall begin not earlier than 7:00A.M. and not later than 8:30A.M. The normal work week shall be Monday through Friday. Work shall be compensated in accordance with the PHA standard pay week and practices.

g. Work performed beyond forty (40) hours in a workweek shall be compensated at one and one-half times the regular rate of compensation.

h. Except as set forth herein, PHA will supervise and instruct the Temporary Workers pursuant to the PHA Employee Handbook and all Temporary Workers must obey the work rules set forth in the Handbook.

i. PHA will provide the equipment and supplies required to complete the Vacancy Reduction Project. All equipment and supplies provided to the Temporary Employees will be returned to PHA in good condition. Each temporary employee shall sign a reimbursement repayment agreement so that if items are damaged or missing as a result of the Employee's misuse, the cost of the item will be reimbursed to PHA by deduction from the Employee's pay with their authorization or direct payment to the PHA. The Temporary Employee shall be required to provide any non-power hand tools necessary to complete the work on the Project.

j. PHA may assign a PHA vehicle to the Temporary Employee to work on the Project. If a PHA vehicle is assigned, the Temporary Employee must use it to work on the Project and PHA's Fleet Policies must be followed. If a PHA vehicle is not assigned, the Temporary Employee is responsible for arranging transportation to each work location.

This Addendum represents the complete understanding of the parties' intent with regard to successfully completing these Projects.

[SIGNATURE LINES OMITTED]

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**ADDENDUM C  
TO MEMORANDUM OF AGREEMENT**

**PROVISIONAL EMPLOYEES**

**2019 – 2022**

**ADDENDUM C**  
**TO MEMORANDUM OF AGREEMENT**  
**PROVISIONAL EMPLOYEES**

**2019 – 2022**

This Addendum is entered into between the **PHILADELPHIA HOUSING AUTHORITY** (the "PHA") and the **BUILDING AND CONSTRUCTION TRADES COUNCIL OF PHILADELPHIA AND VICINITY** (the "BCTC"), the collective bargaining representatives for employees who perform maintenance work at PHA. This is an Addendum to the existing Collective Bargaining Agreement ("CBA"), and is being entered into for the purpose of performing major rehabilitation to a number of PHA properties ("Projects"). This Addendum only, and no other contractual provisions, shall apply to the projects and the employees involved. These Projects will be conducted in accordance with the following general provisions:

1. This Addendum will be effective April 1, 2014 and expires on March 31, 2022. At its discretion, the PHA shall identify Davis Bacon Projects that include, but are not limited to, major rehabilitation, mechanical and electrical upgrades and large scale concrete replacement. That identification will include the unit location and a work specification write-up describing the work to be performed.
2. The PHA will provide the trucks, dumpsters and similar major equipment items required to complete the specified Project. The PHA will assess the need for establishing its own sheet metal fabrication shop, if required for the Project.
3. The PHA will inspect each of the specified Projects while work is in progress, and upon completion, to determine that the work set forth in the write-up has been completed in accordance with specification standards. Should any work not meet specification standards, it will be identified in a punch list for corrective action. Trades workers will normally accompany the inspector to ensure an understanding of, and adherence to, Project specifications.
4. In order to perform the above specified work, the PHA will hire, as provisional employees, skilled trades workers from craft local unions. Those employees shall be employed in accordance with the following:
  - a. The skilled trade workers shall be employed as provisional employees for a specific project. Provisional employees may be laid off for any reason at the PHA's discretion. Provisional employees shall have the right to grieve and arbitrate terminations. Such grievances shall be heard by the Executive Vice President – Human Resources, or his/her designee.
  - b. Provisional employees shall be compensated at the applicable Davis Bacon residential (single family homes and apartments up to and including four stories) wage or the commercial (does not include residential construction consisting of single family homes and apartments up to and including four stories) rate, if applicable, in effect at the time of the project. An individual employed as a Foreman in any trade



shall be paid \$1.00 per hour more than the prevailing wage rate for that trade. These wages shall be paid less required federal, state and city taxes and deductions. The applicable Davis Bacon prevailing wage shall be increased as of September 1st of each year.

- c. As provisional employees, the trades workers shall not be entitled to any PHA benefits. However, an additional amount of money per hour for each hour worked shall be designated for fringe benefits, and it shall be forwarded to the respective Local Unions for the purpose of providing compensation for fringe benefits. The fringe benefits payments shall be forwarded to the respective Local Unions as set forth in the current basic CBA for each respective Local Union as certified by the City of Philadelphia's Labor Standards Division. That amount shall be increased as needed during the term of this Addendum, in order to comply with the negotiated benefit provisions set forth in the respective Local Unions' basic CBA.
- d. Upon receiving certification from the respective Local Union(s), and a signed authorization from an employee, the PHA agrees to deduct from each employee's pay, as set forth in 4.c above, in one amount and remit to the respective Local(s), a deduction made for: initiation, dues and/or assessments, vacation and holiday accrual, and similar certified assessments. Said remittance shall be forwarded to the respective Local Union(s) within ten (10) days after the date of the paycheck from which the deduction is made. The respective Local Union(s) will indemnify, defend and hold the PHA harmless against any claims made and against any suit instituted against the PHA in regard to said deduction.
- e. The provisional employees shall be required to provide any non-power hand tools necessary to complete the work on these Projects.
- f. The provisional employees assigned to these Projects shall be accepted by the PHA from those individuals referred by the respective Local Unions. If a provisional employee proves to be unacceptable to the PHA, that respective Local Union shall provide a replacement. As an affirmative action goal, the PHA and the BCTC shall strive to ensure an average minority representation of two minorities for each five workers employed on these Projects.
- g. The provisional employees covered by this Agreement shall work in crews configured by size and craft as determined by PHA or its designee. For those crafts for which there is an ongoing need, skilled trades workers shall be provided to the PHA on an on-call basis with one (1) day advanced notice.
- h. Provisional employees working under this Agreement shall work an eight (8) hour day, with one-half hour for lunch. The normal work day shall begin not earlier than 7:00 A.M. and not later than 8:30 A.M. The normal work week shall be Monday through Friday. Work shall be compensated in accordance with the PHA standard pay week and practices. Work shall be scheduled on each work day except for unpaid holidays as established from time-to-time by the EMPLOYER.
- i. Work performed beyond eight (8) hours on a workday or Saturday shall be compensated at one and one-half times the regular rate of compensation. Work

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performed on Sunday shall be compensated at two times the regular rate of compensation. These premium rates shall be applied to fringe benefits payments.

This Addendum represents the complete understanding of the parties' intent with regard to successfully completing these Projects.

**[SIGNATURE LINES OMITTED]**

# APPENDIX 2



**APPENDIX 2**  
**JUNE 2019 SIGN-UP SHEET FOR THE**  
**GENERAL PUBLIC COMMENT PERIOD**  
**AT THE END OF THE BOARD MEETING**  
(3 minutes per person)

Please note that the following *shall not be allowed*:  
defamatory, uncivil, harassing or rude comments;  
conduct such as booing, hissing, and/or cursing; and  
disruptive behavior –  
(Resolution No. 11502, approved 1/26/2012).

Please **PRINT** your name and generally identify your topic:

✓ Name: Robert Quarles

Maintenance Issue? Yes  No  Other (topic): No representation

✓ Name: Robert Quarles

Maintenance Issue? Yes  No  Other (topic): why I can't get  
cast @ Mt. Olive

✓ Name: Denise Eubanks

Maintenance Issue? Yes  No  Other (topic): report fraud

✓ Name: Colt Bennett

Maintenance Issue? Yes  No  Other (topic): Thinks CEO should  
resign and PHAPD be  
disbanded

✓ Name: Gerald Bey

Maintenance Issue? Yes  No  Other (topic): - PHA  
police violence

✓ Jennifer  
Name: Jan Bennett

Maintenance Issue? Yes \_\_\_ No \_\_\_ Other (topic): # OCCUPY PHA

✓ Name: TRINE SMITH

Maintenance Issue? Yes \_\_\_ No \_\_\_ Other (topic): Homelessness  
due to PHA  
misconduct &  
Inequity

Name: Ruth I. Birchett

Maintenance Issue? Yes \_\_\_ No  Other (topic): PHA Auction/Seizure

Name: Janice Bradley

Maintenance Issue? Yes  No \_\_\_ Other (topic): Community Issues  
and Concerns

Name: Kimberly Peterkin

Maintenance Issue? Yes \_\_\_ No  Other (topic): Displacement