



**MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF  
ALLENTOWN INTERNATIONAL ASSOCIATION OF  
FIREFIGHTERS LOCAL 302**

WHEREAS, the International Association of Firefighters Local 302 is the exclusive, recognized bargaining agent for the unit consisting of Firefighters employed by the City of Allentown, pursuant to Act 111 of 1968 (Act 111) and the Pennsylvania Labor Relations Act (PLRA) and;

WHEREAS, the City of Allentown (City), is a public employer of the Association's members within the meaning of Act 111 and the PLRA and;

WHEREAS, the parties hereto are also party to a Collective Bargaining Agreement memorializing the terms and conditions of employment of members of the Firefighters with a term which will expire on December 31, 2020;

WHEREAS, the City of Allentown is in a Pandemic Crisis that has impacted the world with the COVID-19 situation, resulting in the need to respond.

WHEREAS, the City of Allentown has identified the Allentown Firefighters and members of the IAFF as Critical employees during this Pandemic Crisis.

The City of Allentown is offering the following for Firefighters as they are considered Critical employees during the COVID-19 Pandemic Crisis:

Every Firefighter who works and provides service between Monday, April 13, 2020, through Monday, April 27, 2020, will be awarded - 1 extra day of leave called Special Bank Time, to be used in 2021. If Allentown receives funding for reimbursement, Local 302 Members will forego the Extra Bank Time and will, instead be issued the appropriate allocation, equally distributed between the members of Local 302. This will be re-evaluated and revisited on or before April 27, 2020.

The Union agrees not to grieve or arbitrate any decisions made within the parameters of this agreement.

This agreement is not to be considered a precedent, and there is no guarantee that it will be extended or continued past Monday, April 27, 2020.

This Memorandum of Understanding shall be considered to be an addendum to the existing Collective Bargaining Agreement and incorporated therein by reference as if fully set forth at length. All remaining provisions of the existing Collective Bargaining Agreement not modified by this

Memorandum of Understanding shall remain in full force and effect for the term of the successor Collective Bargaining Agreement.

IN WITNESS WHEREOF, the parties hereto have duly executed and sealed this Agreement on this 9<sup>th</sup> day of April, 2020.

  
\_\_\_\_\_  
Jeremy Warmkessel  
President, IAFF Local 302

4-10-2020  
Date



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Meloney Sallie-Dosunmu  
Director of Human Resources, Risk & Safety

4/9/2020  
Date



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Witness

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Witness