**MEMORANDUM OF AGREEMENT**

**2021-2025 COLLECTIVE BARGAINING AGREEMENT**

WHEREAS, the International Association of Firefighter’s Local 302 (Local 302) is the exclusive bargaining representative of the unit consisting of all paid firefighters in the City of Allentown, except for the Chief and Deputy Chief pursuant to Act 111 and the Pennsylvania Labor Relations Act; and

WHEREAS, the City of Allentown is a public employer of the members of Local 302 pursuant to Act 111 and the Pennsylvania Labor Relations Act; and

WHEREAS, the parties are party to a collective bargaining agreement set to expire on December 31, 2020; and

WHEREAS, the parties have entered into negotiations for a successor collective bargaining agreement and have agreed to the terms set forth herein, subject to approval pursuant to the by-laws and rules of Local 302 and City Charter of the City of Allentown, which upon signature of the respective authorized officials below shall give effect to this Agreement.

NOW THEREFORE, the parties agree to a successor collective bargaining agreement as follows:

**Article 4 Section (C)- Union Dues and agency Fees**

Eliminate section.

**Article 5-Probationary Period**

Agree to intent of proposed language but needs to be rewritten for better legal wording and explanation.

**New article**

Agreed with correct amounts as stated in the signed MOU.

**Article 10 – Wages:**

2021. 1.5% general base pay increase beginning with the first full pay period of January

2022. 1% general base pay increase beginning with the first full pay period of January

2023. 1.5% general base pay increase beginning with the first full pay period of January

2024. 3% general base pay increase beginning with the first full pay period of January

2025. 3% general base pay increase beginning with the first full pay period of January

**Article 12- Vacation Subsection (H)**

Currently the number of employees off on vacation per shift is three (3) Fire Fighters and two (2) Officers. Starting with 2022 and continuing the amount of Fire Fighters will increase to four (4) per shift.

**Article 15-Sick Leave**

Will agree to City notification on 2nd occasion with med cert requirement on 3rd occasion unless the employee supplies a med cert prior to mandate. Any sick leave with a med cert shall not count towards the mandated requirement.

**Article 16 – Insurance:**

 Health Insurance will be the Capital Blue Cross PPO Plan.

Employees participating will continue to pay a contribution of 5% at the 2020 rates of: Single-$28.00, Husband & Wife-$56.00, Parent & Child-$37.00, Parent & Children-$46.00 Family-$66.00 for years 2021 and 2022. Starting in 2023 the contribution will be capped so that it will not be more than fifteen (15) dollars per month, one-hundred-eighty (180) dollars per year.

**Article 26(B) Minimum Staffing**

There shall be a manning scheduling requirement of twenty-eight (28) per shift in 2023, twenty-nine (29) per shift in 2024 and continuing which shall include all personnel including command positions. The City shall not have the obligation to recall (hire) any firefighter to replace the scheduled firefighter through any means if the number of firefighters that report to work on any shift falls below the aforementioned minimum staffing numbers if such absence is due to the following: the use of a sick day, or unpaid leave.

**Article 27 Pension New Section**

 Make pension vesting consistent with current police vesting. Any cost associated with an Actuarial study will be borne by Local 302.

**Article 36 – Length of Contract**

This Agreement will be in effect January 1, 2021 and will remain in full force and effect through December 31, 2025

**Miscellaneous:**

 Subject upon approval of this Agreement, the parties have agreed to negotiate what are referred to as “housekeeping” issues, which are defined as contract terms that may be ambiguous, inconsistent with other terms or practices. The parties will endeavor to come to an agreement on language that better defines and/or remedies inconsistencies and practices prior to the expiration of the current collective bargaining agreement on December 31, 2020. Such language shall be adopted as part of this successor Agreement. If the parties are unable to agree on changes to any term or provision, then that language shall remain as-is and be subject to the grievance procedure as it would have been prior to this Agreement.

**This agreement is tentative pending ratification by the membership of the Union.**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Jeremy Warmkessel Melonie Sallie-Dosunmu**

**President, Local 302 IAFF Human Resources Director**