

MEMORANDUM OF AGREEMENT

The Delaware River Waterfront Corporation, herein the "Employer," and the Philadelphia Security Officers Union, herein the "Union," hereby agree to extend the current collective bargaining agreement until June 30, 2018, with the following modifications:

1. Article XIV – Paid Time Off:

Amend the accrual of paid time off to read:

Completed Years of Service	PTO Per Calendar Year
Up to 1 year (subject to completion of introductory period)	3 days per year
1 to 5 years	8 10 days per year
6 to 10 years	13 <u>15</u> days per year
11 or more years	18 <u>20</u> days per year

2. Article XXII – Duration:

Amend Article 21 to read:

21.1 This Agreement shall become effective on July 1, 2014 ~~2017~~, and shall remain in full force and effect through June 30, 2017 ~~2018~~, when it shall terminate and shall thereafter renew year to year, unless either party desires to modify or terminate this Agreement at the end of its term. Written notice regarding a party's intent to modify or terminate the Agreement must be provided to the other party at least sixty (60) days prior to the expiration date of this Agreement.

3. Exhibit A.I WAGE INCREASES:

Amend Exhibit A.I to read:

I. WAGE INCREASES

- (A) Effective July 1, 2014 ~~2017~~, all employees shall receive an increase of ~~\$0.56~~ three-percent (3%) per hour in his or her regular hourly rate.
- (B) ~~Effective January 1, 2015, all employees shall receive an increase of \$0.56 per hour in his or her regular hourly rate.~~
- (C) ~~Effective July 1, 2015, all employees shall receive an increase of \$0.50 per hour in his or her regular hourly rate.~~

~~(D) Effective July 1, 2016, all employees shall receive an hourly rate increase calculated by dividing the most recently published Consumer Price Index for all Urban Consumers (CP-U) all items index, Philadelphia, Pennsylvania.~~

All newly hired Collective Bargaining employees, after they have reached their introductory period, shall receive an hourly rate of \$10.00 per hour, and shall thereafter receive any contractual increases. This does not apply to security guards hired for temporary, seasonal, rink security employees and contracted events.

4. Side Letter

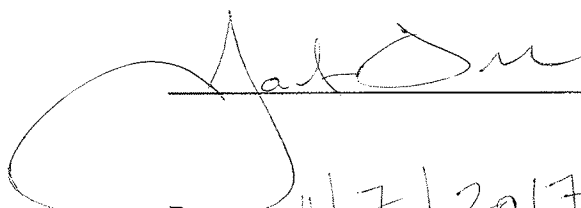
The Union will provide the following training for each Union employee:

1. Bike training
2. Crowd control
3. Customer service
4. Any other necessary training

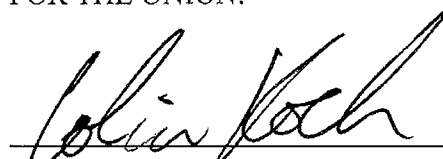
The Employer will conduct an on-going evaluation at the discretion of management of the training the employee receives.

FOR THE EMPLOYER:

FOR THE UNION:



Date: 11/7/2017



Date: 11/6/17