

Memorandum of Understanding
Between
Information Technologies Services (ITS)
And
Communications Workers of America (CWA) Local 13500

The parties, having engaged in good faith bargaining, have entered this three (3) year Agreement, expiring March 31, 2027, to amend and renew their current Collective Bargaining Agreement upon ratification as follows.

1) **Wages**

Article 18- Wage Rates and Classifications

The wage tables will be amended to reflect the following increases

- a) 4.5% effective 4/1/2024
- b) 3.75% effective the first pay period 4/1/2025.
- c) 3.75% effective the first pay period 4/1/2026

2) **401K Savings & Retirement Plan**

a) Amend Section 3 to read.

“Effective upon the first pay period of 2024 after ratification, the employer will contribute a 66% match on the employee’s contribution, up to a maximum of 6% of the employee’s contribution.

3) **Holidays**

a) Amend Section 1 to include.
9. The Day after Thanksgiving.

4) **Vacation**

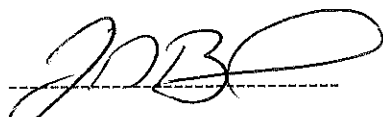
a) Amend Section 1 to read.

After 6 months - 3 Personal Days.

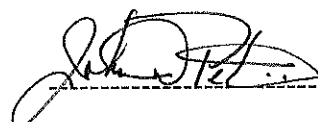
After 2 years – 4 Personal Days.

Attachment A, Letter on Waiver for Company Vehicle Usage.

All other provisions remain in full force and effect.



For ITS

 6/6/2024

For CWA

Attachment A, Letter on Waiver for Company Vehicle Usage.

John D. Petrini
CWA Staff Representative
230 S Broad Street
Flr. 19
Philadelphia PA, 19102

Dear Mr. Petrini

During 2024 Contract Negotiations, the parties discussed ITS's motor vehicle insurer's requirement of employees being subjected to a drug and alcohol test if they are involved in a reportable motor vehicle accident while driving a Company owned vehicle.

ITS will provide employees wishing to drive any Company owned vehicle with a waiver accepting the insurers requirement of a drug and alcohol tests in the event of their involvement in a reportable accident in a Company owned vehicle.

The waiver participation is totally voluntary. No employee will be required to drive a Company owned vehicle or sign the waiver. No employee will be negatively affected in any way by declining the waiver.

Very Truly yours,



Jim Bissett