

Memorandum of Agreement

This **AGREEMENT** is entered into this 27th day of January, 2021, by and between LifePath, Inc. (“LifePath”) and Communications Workers of America, Local 13500 (the “Union”) (collectively, the “Parties”).

WHEREAS, pursuant to a Memorandum of Agreement dated October 7, 2020, LifePath and the Union agreed to pause negotiations on a collective bargaining agreement (“CBA”) to succeed the agreement that expired on September 30, 2020, until after the Pennsylvania Department of Human Services has set its fee-for-service rates for the 2021-2024 cycle; and

WHEREAS, notwithstanding the pause of collective bargaining negotiations, LifePath desires to implement a general wage increase for all of its Union employees.

THEREFORE, it is agreed by LifePath and the Union that:

1. LifePath shall increase the starting wage rates for the Union job classifications effective on the next pay period following execution of this Agreement as follows:

Job Classification	Existing Starting Rate	New Starting Rate	Hourly Rate Increase
Direct Support Professional 1	\$12.85/hour	\$14.00/hour	\$1.15/hour
Direct Support Professional 2	\$13.85/hour	\$15.00/hour	\$1.15/hour
Supported Living Specialist	\$12.85/hour	\$14.00/hour	\$1.15/hour
Supported Living Specialist 2	\$13.85/hour	\$15.00/hour	\$1.15/hour
Activities Assistant	\$12.50/hour	\$13.65/hour	\$1.15/hour
Activity Coordinator	\$15.50/hour	\$16.30/hour	\$0.80/hour
Team Activity Coordinator	\$15.75/hour	\$16.55/hour	\$0.80/hour

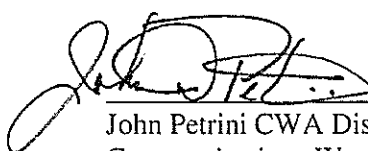
2. All existing Union employees in the above job classifications shall also receive the same hourly rate wage increase set forth for those classifications.
3. The Parties will resume negotiations on the Successor CBA in conjunction with the terms of their October 7, 2020 Memorandum of Agreement.

For the Employer



Paul Coleman
LifePath, Inc.

For the Union



John Petrini CWA District 2-13 Staff Rep
Communications Workers of America,
Local 13500

Memorandum of Agreement

This **AGREEMENT** is entered into this 7th day of January, 2022, by and between LifePath, Inc. ("LifePath") and Communications Workers of America, Local 13500 (the "Union") (collectively, the "Parties").

WHEREAS, pursuant to a Memorandum of Agreement dated October 7, 2020, LifePath and the Union agreed to pause negotiations on a collective bargaining agreement ("CBA") to succeed the agreement that expired on September 30, 2020, until after the Pennsylvania Department of Human Services has set its fee-for-service rates for the 2021-2024 cycle; and

WHEREAS, notwithstanding the pause of collective bargaining negotiations, LifePath and the Union desire to implement a general wage increase for all of its Union employees.


THEREFORE, it is agreed by LifePath and the Union that:

1. Effective January 16, 2022, LifePath shall increase the starting wage rates for the Union job classifications as follows:


Job Classification	Existing Starting Rate	New Starting Rate	Hourly Rate Increase
Direct Support Professional 1	\$14.50/hour	\$16.50/hour	\$2.00/hour
Direct Support Professional 2	\$15.50/hour	\$17.50/hour	\$2.00/hour
Supported Living Specialist	\$14.50/hour	\$16.50/hour	\$2.00/hour
Supported Living Specialist 2	\$15.50/hour	\$17.50/hour	\$2.00/hour
Activities Assistant	\$14.15/hour	\$16.50/hour	\$2.35/hour
Activity Coordinator	\$16.80/hour	\$18.80/hour	\$2.00/hour
Team Activity Coordinator	\$17.05/hour	\$19.05/hour	\$2.00/hour

2. All existing Union employees in the above job classifications shall also receive the same hourly rate wage increase set forth for those classifications.
3. The Parties will resume negotiations on the Successor CBA in conjunction with the terms of their October 7, 2020 Memorandum of Agreement.

For the Employer


Susan Leyburn
LifePath, Inc.

For the Union


John Petrini
Communications Workers of America,
Local 13500

1/7/2022