

MEMORANDUM OF AGREEMENT

WHEREAS, the City of Philadelphia (“City”) and Fraternal Order of Police, Lodge 5 (“FOP” or “the Union”) are parties to a collective bargaining agreement for certain uniformed personnel at the Philadelphia Police Department and Office of the District Attorney; and,

WHEREAS, pursuant to Civil Service Regulation 22.124, Municipal Employees were entitled to four (4) weeks of paid parental leave effective six (6) months from the date of their employment; and,

WHEREAS, the City wishes to increase employee paid parental leave to six (6) weeks effective immediately upon employment;

NOW, THEREFORE, the parties agree as follows:

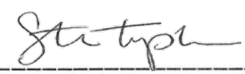
1. Effective July 1, 2023, employees will be eligible for up to six (6) weeks of paid parental leave, which shall be administered subject to the provisions of Civil Service Regulation 22.124.


2. Civil Service Regulation 14.043 will be revised to include parental leave as a reason for extending an employee’s probationary period.

3. By entering into this Agreement, all parties hereto acknowledge that they have read the Agreement, have had the opportunity to review its terms and conditions with their respective counsel, understand said terms and conditions, enter into this Agreement voluntarily, and agree to be bound hereby.

WHEREFORE, the FOP and the City, intending to be legally bound by this Agreement, enter into this Agreement this 1st day of February 2024, as evidenced by their signatures or the signatures of their representatives below.


Fraternal Order of Police, Lodge 5
Date:


Chief Administrative Officer
Date: 2/1/24


Office of Labor Relations
Date: 02/01/2024