

**Memorandum of Agreement**

This **AGREEMENT** is entered into this 19<sup>th</sup> day of August, 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.

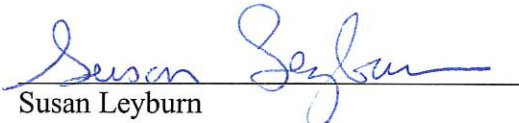
**THEREFORE**, it is agreed by LifePath and the Union that:

1. LifePath shall increase the starting wage rates for the Union job classifications as follows:

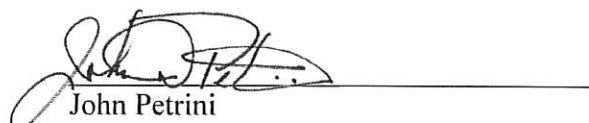
<b>Job Classification</b>	<b>Existing Starting Rate</b>	<b>New Starting Rate</b>	<b>Hourly Rate Increase</b>
Direct Support Professional 1	\$14.00/hour	\$14.50/hour	\$0.50/hour
Direct Support Professional 2	\$15.00/hour	\$15.50/hour	\$0.50/hour
Supported Living Specialist	\$14.00/hour	\$14.50/hour	\$0.50/hour
Supported Living Specialist 2	\$15.00/hour	\$15.50/hour	\$0.50/hour
Activities Assistant	\$13.65/hour	\$14.15/hour	\$0.50/hour
Activity Coordinator	\$16.30/hour	\$16.80/hour	\$0.50/hour
Team Activity Coordinator	\$16.55/hour	\$17.05/hour	\$0.50/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