

## Memorandum of Agreement

This **AGREEMENT** is entered into this 7<sup>th</sup> day of October, 2020, by and between LifePath, Inc. (“LifePath”) and Communications Workers of America, Local 13500 (the “Union”) (collectively, the “Parties”).

**WHEREAS**, LifePath and the Union have negotiated a collective bargaining agreement (“CBA”) that expired on September 30, 2020; and

**WHEREAS**, LifePath and the Union have been conducting negotiations on a successor agreement to the CBA (the “Successor Agreement”); and

**WHEREAS**, LifePath’s economic condition is greatly influenced by the annual budget set by the Commonwealth of Pennsylvania and, in particular, the fee-for-service rate levels set by the Commonwealth’s Department of Human Services (“DHS”) in its three-year cycles; and

**WHEREAS**, it is the Parties’ understanding that DHS has yet to set its fee-for-service rates for the 2021–24 cycle and will be unable to do so until the Commonwealth sets its 2021–22 budget; and

**WHEREAS**, the uncertainty regarding the fee-for-service rates for 2021–24 cycle has made negotiations for the Successor Agreement difficult.

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

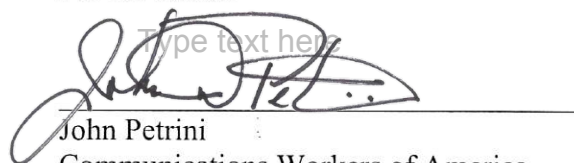
1. LifePath and the Union agree to pause negotiations on all outstanding proposals and resume negotiations on these proposals no later than thirty (30) days after DHS has set its fee-for-service rates for the 2021–24 cycle.
2. The terms of the current CBA will remain in full force and effect during the pause and until sixty (60) days after DHS has set its fee-for-service rates for the 2021–24 cycle.

For the Employer



Paul Coleman  
LifePath, Inc.

For the Union



John Petrini  
Communications Workers of America,  
Local 13500