

**MEMORANDUM OF AGREEMENT
BETWEEN
GENERAL BUILDING CONTRACTORS ASSOCIATION
AND
THE BUILDING AND CONSTRUCTION TRADES COUNCIL OF PHILADELPHIA AND VICINITY

MARCH 23, 2020
EMERGENCY SHIFT PROVISIONS TO ADDRESS COVID 19 CRISIS**


This **Memorandum of Agreement** is entered into this the 23rd day of March, 2020 by and among the General Building Contractors Association ("GBCA"), acting as bargaining representative for its member Contractors that are bound by Collective Bargaining Agreements with one or more of the Unions that are signatory to this Memorandum of Agreement, the Building and Construction Trades Council of Philadelphia and Vicinity ("BCTC"), and the undersigned Unions (collectively "the Unions"), for the purpose of amending the shift limitations and premiums set forth in each of the Collective Bargaining Agreements referenced above ("Collective Bargaining Agreements") to encourage the scheduling of additional shifts and thereby mitigate against transmission of said virus by reducing the number of trades working in close proximity to each other on each shift.

Accordingly, it is hereby agreed by and between GBCA and each Union that their respective Collective Bargaining Agreements are hereby amended to provide that all hours worked by bargaining unit employees during a second shift or third shift scheduled in accordance with this Memorandum of Agreement shall be paid at the straight time hourly wage rate specified in the applicable Collective Bargaining Agreement plus a wage premium of \$.25 per hour worked during the second shift and \$.50 per hour worked during the third shift; provided that the Contractor gives notice to the Union that represents the affected bargaining unit workers of additional shifts scheduled on a project covered by this Memorandum of Agreement as soon as possible but in no event less than 4 hours before the start of the extra shift. All provisions of the Collective Bargaining Agreements that specify higher rates of pay, reduced working hours, shift differentials, shift premiums, or other guarantees or supplemental payments for work performed on a second or third shift are suspended for the duration of this Memorandum of Agreement. All other terms and conditions of the current CBA remain in effect.

This Memorandum of Agreement shall be effective upon execution by GBCA and each Union and shall remain in force for ~~thirty~~ (45) days thereafter unless the parties hereto mutually agree to its extension. The BCTC will coordinate with other Philadelphia area building trade unions and related employer associations to adopt and implement the provisions of this Memorandum of Agreement.

AGREED:

General Building Contractors Association

By: 
Date: 3/23/2020

Building and Construction Trades Council of Philadelphia and Vicinity

By: 
Date: 3/23/20