

AGREEMENT

BY AND BETWEEN

THE HOUSING AUTHORITY OF BEAVER COUNTY

AND

LOCAL UNION 459

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

AFL-CIO-CLC



January 1, 2020 to December 31, 2022

Housing Authority of Beaver County

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Housing Authority of Beaver County

HOUSING AUTHORITY OF BEAVER COUNTY AGREEMENT

Entered into this 4th day of November 2019, between the Housing Authority of the County of Beaver, hereinafter called the EMPLOYER, and Local Union 459 International Brotherhood of Electrical Workers, AFL-CIO-CLC, hereinafter called the UNION.

BASIC PRINCIPLES

The Employer and the Union have a common and sympathetic interest in the Electrical and General Maintenance of all the Beaver County Housing Communities under the supervision of the Housing Authority of the County of Beaver. Therefore, a working system and harmonious relations are necessary to improve the relationship between the Employer, the Union and the Public. Progress in Public Service demands a mutuality of confidence between the Employer and the Union. All will benefit by continuous peace and by adjusting any difference by rational, common-sense methods.

NOW, THEREFORE, in consideration of the mutual promises and agreements herein contained, the parties hereto agree as follows:

ARTICLE I

Section 1: This Agreement of November 4, 2019, shall take effect January 1, 2020 and shall remain in full force and effect until December 31, 2022, and shall continue in effect from year to year thereafter from January through December of each year unless changed or terminated in the way later provided herein.

Section 2: Either party desiring to change or to terminate this Agreement must notify the other party in writing sixty (60) days prior to the expiration date of the Agreement.

Section 3: This Agreement shall be subject to amendment at any time by mutual consent of the parties hereto. Such amendment shall be reduced to writing, stating the effective date of the amendment and be approved by the International Office of the Union and the Department of Housing and Urban Development.

Section 4: In the event any provision of the Agreement conflicts with any statute or law of the Commonwealth of Pennsylvania or any law or regulation of the United States Government, such provisions shall be void and unenforceable, but such conflict shall not affect the validity of the remainder of this Agreement.

Nothing herein shall limit, or impair, the rights of the United States of America under its Annual Contributions Contract (ACC) with the Employer.

Section 5: There shall be no stoppage of work either by strike or lockout because of any proposed changes in this Agreement or dispute over matters relating to this Agreement. All such matters must be adjusted as stated herein.

ARTICLE II

Section 1: Members of the Union shall not contract for any electrical work.

Section 2: All Maintenance Employees hired by the Employer after the effective date of this Agreement shall become and remain members in good standing in Local Union No. 459, IBEW, sixty (60) days following employment date.

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Section 3: For all employees covered by this Agreement, the Employer shall carry Workers' Compensation Insurance with a Company authorized to do business in the State and such other protective insurance as may be required by the laws of this State and shall furnish satisfactory proof of such to the Union.

The Employer shall also provide a Managed Care hospitalization/medical plan chosen by the Housing Authority for each employee and their dependents with the change to Emergency Room coverage in that if an employee or covered family member seeks medical care at an Emergency Room within the Plan Provider Network and that Emergency Room visit is deemed not medically necessary, the employee shall bear the entire cost of the Emergency Room visit in addition to the required co-pay. The Employer has the right to change benefit providers; however, the benefits provided shall be equal to the Housing Authority of the County of Beaver Self Insured ByWater Health Plan. Effective January 1, 2020 through December 31, 2021, Employees covered under this agreement will pay one (1%) of their annual base wage excluding over time towards the cost of this benefit. Base wage i.e. mechanic = (hourly rate x 2080 hours x 1%). Effective January 1, 2022 through December 31, 2022, Employees covered under this agreement will pay one and one half (1 ½ %) of their annual base wage excluding over time towards the cost of this benefit. Base wage i.e. mechanic = (hourly rate x 2080 x 1 ½ %).

Within the discretion of the Employer, prior to the second and third year of the contract, if the U.S. Department of Housing and Urban Development Public Housing Program Operating Fund proration for a given calendar year within the stated contract period decreases to below 87% of subsidy eligibility or if the cost of Medical/Dental/Vision Insurance for a given Employer calendar year within the stated contract period increases greater than 15%, then the Employees covered under this agreement will pay two (2%) of their annual base wage excluding over time towards the cost of this benefit starting the second and/or third year of this three year contract. Base wage i.e. mechanic = (hourly rate x 2080 hours x 2%).

If the employee is unable to work due to layoff, illness or injury, including injury at work, the Employer will continue to pay its contributions for medical benefits with the method of payment for medical benefits in effect at the time for the first twenty-six (26) weeks of the employee's absence as long as the employee has recall rights.

Section 4: Employees hired after January 1, 2016 must have 18 years of service to be eligible to retire and request continued medical benefits at no more than two (2) years prior to their Medicare Eligible age with the plan, cost and method of payment for the hospitalization and medical coverage in effect at the time of their voluntary retirement.

In such event, premium payments will be based on the Group Coverage included in the Employer's Collective Bargaining Agreement in effect during the period for not more than two (2) years prior to the Employee's Medicare date. Once the early retiring employee reaches his or her Medicare eligible age, the coverage provided the employer for the retiree will terminate.

No other persons may be added to the retiree's existing coverage from the period after their early retirement date and the date for which Medicare insurance would cover the retiree.

Section 5: The Housing Authority agrees to deduct monthly dues from the pay of those employees who individually request, in writing, that such deduction be made. The amounts to be deducted shall be certified to the company by the Union and the aggregate deductions of all employees shall be remitted together with an itemized statement to the Union by the last day of the month after such deductions are made.

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ARTICLE III

Section 1: Eight (8) hours shall constitute a workday between the hours of 8:00 AM and 12:00 Noon; then from 12:30 PM to 4:30 PM. Forty (40) hours shall constitute a workweek with five (5) consecutive days beginning Monday through Friday.

A Maintenance Mechanic called out from home at the termination of a regularly scheduled workday, shall be paid a minimum of two (2) hours at one and one-half (1-1/2) times the normal rate.

Based on a weekly rotating schedule by the Housing Authority, two (2) Maintenance Mechanic Personnel will be assigned to answer emergency calls with the aid of Housing Authority supplied telephone. This will be achieved to answer after hour emergency calls from authorized management employees or the answering service from 4:30 p.m. Wednesday to 8:00 a.m. the following Wednesday. The maintenance personnel will be responsible for the assigned cell phone and will carry it during off hours as designated for the assigned period. Maintenance personnel must acknowledge and respond to the emergency call within fifteen (15) minutes of receiving the call. Calls will be held to emergency items as designated by the Authority personnel to minimize the need for overtime calls.

The maintenance personnel will be free to carry out normal freedom of movement within the range of the communication device, on his person, based on return call to the caller for instruction within fifteen (15) minutes of the call.

Quality of work shall be at the level of performance to permanently correct the emergency at hand based on availability of equipment to repair such emergency. All required records shall be completed for proof of payment for such work performance.

The emergency answered calls shall be compensated in the same manner as described in this section. If no overtime calls are received for the mechanic's scheduled week, they are guaranteed the equivalent of one (1) overtime call for carrying the phone that week.

Section 2: All work performed on the following holidays shall be paid for at the rate of one and one-half (1-1/2) times the regular rate of pay plus the regular rate of holiday pay. If no work is performed on the following holidays, the employee shall be paid at his regular straight-time rate as if he had worked, provided the employee worked the regular scheduled workday before the holiday and the regular scheduled workday after the holiday. If the employee is on scheduled vacation over the holiday, it is considered the same as regular work schedule and will be paid accordingly. If the employee is in any other status of employment when the holiday falls, the employee will not be paid for the holiday. Such status shall be extended illness, worker's compensation or lay-off status.

New Year's Day	Full Day
Martin Luther King Day	Full Day
President's Day	Full Day
Good Friday	Full Day
Memorial Day	Full Day
Flag Day	Full Day
July Fourth	Full Day
Labor Day	Full Day
Columbus Day	Full Day
Veteran's Day	Full Day
Thanksgiving Day	Full Day
Day after Thanksgiving	Full Day
Christmas Eve Day	Full Day
Christmas Day	Full Day

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When a holiday falls on Saturday or Sunday, the Friday before or the following Monday will be observed.

The determination of additional designated time off will be determined by the Board under the direction of the Executive Director, and adequate time will be attempted to be forwarded prior to the conjunctive holiday. The Board will determine this by resolution.

Section 3: Annual leave with pay shall be granted to maintenance personnel after twelve (12) months of continuous employment. Annual leave granted in any year will be that earned to December 31 of the prior year in accordance with the provisions of this Section.

After twelve (12) months of continuous employment, employees shall be granted two (2) calendar weeks or ten (10) working days of vacation with pay. One (1) extra day of vacation shall be granted an employee for each additional year of continuous employment up to and including eleven (11) years of service; thus, granting a maximum of four (4) calendar weeks, or twenty (20) working days, to employees having eleven (11) years of continuous employment with the Authority.

After twenty (20) years of service, one extra day of vacation shall be granted an employee for each additional year of continuous employment up to and including twenty-five (25) years of service; thus, granting a maximum of five (5) calendar weeks or twenty-five (25) working days of vacation.

After continuous employment of twelve (12) months, vacation earned prior to the previous December 31st shall be based upon the following schedule:

One Month	1 day
Two Months	2 days
Three Months	2-1/2 days
Four Months	3 days
Five Months	4 days
Six Months	5 days
Seven Months	6 days
Eight Months	7 days
Nine Months	7-1/2 days
Ten Months	8 days
Eleven Months	9 days
Twelve Months	10 days

Upon termination of employment of at least one year's duration, an employee shall be paid at the current rate of his compensation for any annual leave in accordance with the provision of this Section. That portion of annual leave earned following the previous December 31st shall be computed by applying the employee's current daily wage rate to the number of days' leave corresponding to months of employment in accordance with the foregoing table.

In computing vacation leave, a month's working time shall be credited to an employee if employment began before the fifteenth (15th) day of the month, or terminated on the fifteenth (15th) day or thereafter.

A holiday falling within a vacation period shall not count as a day of vacation. The employee must notify the Employer of his preferred vacation dates in accordance with Authority policy. Employees with the longer period of service as an employee of the Authority will receive first preference in scheduling vacation.

Employees will select their vacation according to policy established by a schedule, during the month of December of each year. After the vacation schedule is approved by the Authority based on

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the policy herein, each employee will be notified of their vacation schedule. Vacation schedules will then be strictly adhered to, and no changes shall be presented to the Authority for at least sixty (60) days. After the sixty (60) day period, changes can be made according to Authority Personnel policy.

The Housing Authority has the right to schedule vacation so that at least seven (7) mechanics are available at all times to cover workload.

Earned vacation time may be used for the waiting week in cases of extended illness.

Vacations are scheduled as full days as approved by the Authority subject to scheduling and limitation of manpower.

Vacation leave may be accumulated for a maximum of twenty (20) days.

Section 4: The Employer shall provide and pay the total premium for a Health & Accident Insurance policy covering all maintenance personnel. Such insurance shall pay a minimum of two-thirds of their weekly pay to a maximum of \$750.00 per week when the eligible employee is unable to work due to illness or non-occupational accident.

Section 5: When death occurs in an employee's family (i.e., employee's legal spouse, mother, father, mother-in-law, father-in-law, grandfather, grandmother, son, daughter, brother, sister), an employee upon request, will be excused for a maximum of three (3) consecutive scheduled work days which include the day of the funeral (or for such fewer days as the employee may be absent).

The employee shall receive pay for any such excused scheduled workday provided it is established that a death has occurred (i.e., obituary notice). The employee shall be paid three days for such excused absence.

An employee will not receive funeral pay when it duplicates pay received from time not worked for any other reason. Time thus paid will not be counted as hours worked for purposes of determination of overtime or premium pay liability.

Section 6: Five (5) personal days are so designated to be used in emergency or for personal reasons. When used, the call reporting off to the Building Maintenance Foreman's Office and the accounting office shall be at least fifteen (15) minutes prior to starting time. Two (2) personal days may be carried over per year if not taken by the employee for a maximum carry-over of five (5) days. Personal days cannot be scheduled in conjunction with a holiday, such as the day before or the day after. Two (2) of the five personal days can be taken in two (2) hour increments provided at least a twenty-four (24) hour notice is given to the employee's supervisor. The two (2) personal days approved to be taken in two (2) hour increments may also be taken in one (1) hour increments provided at least a twenty-four (24) notice is given to the employee's supervisor. The Housing Authority has the right to schedule incremental personal days so that at least seven (7) mechanics and seven (7) maintenance aides are available at all times to cover workload.

For purposes of calculating carry-over days, personal days are designated from January 1st through December 31st each year.

Section 7: Employees on a verified workmens compensation claim have up to six (6) work days to cover the days encompassing the waiting week for said claim. If said workmens compensation claim exceeds 14 calendar days, said claim will be paid retroactively by the workmens compensation policy to the first day of the claim which will require the employee to reimburse the Employer for the days paid for the waiting week.

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ARTICLE IV

Section 1: Grievances shall be handled in the following manner: Should any dispute arise between the Employer and the Union or an employee covered by the Union as to the meaning or application of, or compliance with Sections of this Agreement or work, and conditions of employment, there shall be no interruptions of work, work stoppages, strikes or lockouts on account of such differences, but an earnest effort shall be made to settle such differences in accordance with the procedure herein outlined.

FIRST STEP: Any employee who believes he has a grievance shall discuss same with his supervisor with or without his Steward being present. If no satisfactory solution is reached, the Steward shall enter a written grievance with the Executive Director within fourteen (14) business days of the date of the incident being grieved.

SECOND STEP: Within seven (7) days after filing the written grievance, the Executive Director, the Steward and the Business Manager of the Union shall meet and attempt to resolve the written grievance. If no satisfactory solution is reached, such grievance shall be forwarded to the Board of Directors.

THIRD STEP: At the next regular meeting of the Board of Directors or a special meeting as decided by the Chairman of the Board, the Directors and the Business Manager of the Union shall meet in order to resolve the grievance. An International Representative of the IBEW may be present at this step.

ARTICLE V

Section 1: Maintenance Mechanic -- Effective January 1, 2020, the wage shall be based on a rate of \$23.789 per hour. Wages shall be based on 2,080 hours worked per year subject to the provisions for authorized overtime, sick benefits, vacation policy and hours actually worked.

Effective January 1, 2021, Maintenance Mechanic wages shall be based on the rate of \$24.265 per hour. This reflects a 2% increase.

Effective January 1, 2022, Maintenance Mechanic wages shall be based on the rate of \$24.750 per hour. This reflects a 2% increase.

Effective January 1, 2020 through December 31, 2022, the Crew Leader may be utilized as a working foreman and be chosen from the current bargaining unit Maintenance Mechanics, and will be paid \$1.25 per hour more than the current rate.

Maintenance Helper/Laborer -- Effective January 1, 2020 through December 31, 2022, the wage shall be based on 87% of the mechanic's current rate. Wages shall be based on 2,080 hours worked per year subject to the provisions for authorized overtime, sick benefits, vacation policy and hours actually worked.

Maintenance Aide -- Effective January 1, 2020 through December 31, 2022, the wage shall be based on 65% of the mechanic's current rate. Wages shall be based on 2,080 hours worked per year subject to the provisions for authorized overtime, sick benefits, vacation policy and hours actually worked.

Newly hired Maintenance Aides must complete a satisfactory probation period of sixty (60) days. After successfully completing this probationary period they will become eligible for the fringe benefit package and eligible for Union membership.

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Section 2: All new hired Maintenance Mechanics hired after January 1, 2016, shall be tested in the same manner as prior to this date. They shall be at the same skill level of previously tested employees hired as Maintenance Mechanics.

Each new Maintenance Mechanic, hired after January 1, 2016, shall receive ninety percent (90%) of a Maintenance Mechanic's salary hired prior to January 1, 2016, for a period of one year of continuous satisfactory employment as a Maintenance Mechanic with the Housing Authority.

At the completion of one (1) year of continuous satisfactory employment as a Maintenance Mechanic, on the employee's anniversary date of employment, he will be advanced for pay purpose to ninety-five percent (95%) of the full Mechanic's rate in effect according to Article V, Section 1 of this Contract.

At the completion of two (2) years of continuous satisfactory employment as a Maintenance Mechanic, on the employee's anniversary date of employment, he will be advanced for pay purpose to one hundred percent (100%) of the full Mechanic's rate in effect according to Article V, Section 1 of this Contract.

Section 3: Maintenance Helper/Laborers shall be given an opportunity to advance themselves to Maintenance Mechanic, if qualified, through a written and work examination conducted by the Authority and monitored by the Union Steward. Each man in the Helper/Laborer category will be given an equal and fair opportunity each year for three (3) consecutive years to be eligible for promotion. Promotions are based on vacancies as determined by the Authority. After any testing period, if no qualified Helper/Laborer employees are available, new employees will be hired by the Authority that can pass the same test administered in the same manner as given to the Maintenance Helper/Laborer. If a Helper/Laborer passes the test as administered in the above manner, he shall be promoted to Maintenance Mechanic when a vacancy occurs. If more than one Helper/Laborer passes the test, the most senior employee that has passed the test shall be promoted to the next vacancy. Article V, Section 3 shall not be construed as an article of seniority progression.

Section 4: All wages shall be paid biweekly. Pay periods shall end on a Friday, and payment for such pay period will be made the following Friday and subsequent alternate Fridays.

Section 5: Travel allowance for use by personnel of the Authority shall be the current mileage rate approved by Board of Housing Commissioners as part of the Authority Personnel Policy. All members of the Housing Authority using their privately-owned vehicles for the purpose of work travel will be based on this rate. THIS DOES NOT INCLUDE PORTAL TO PORTAL. However, the travel allowance for employees using their privately-owned vehicles for the purpose of work travel on weekends and/or weekdays on overtime shall include portal to portal mileage reimbursement.

Section 6: It is understood by both parties to this Agreement that it is the obligation of the maintenance employees to carry out, as directed, all items of work related to the general maintenance of Authority-owned buildings and grounds.

Job descriptions for each category are incorporated in the Contract:

Maintenance Mechanic Addendum I
Maintenance Helper/Laborer Addendum II
Maintenance Aide Addendum III
Maintenance Crew Leader Addendum IV

Section 7: Workers covered by this Agreement shall be furnished with protective foul-weather gear in areas where sewage work in crawl spaces is necessary and when inclement weather requires the employee to work in such weather. Rubber gloves of the type used in sewage work shall be provided. Also, they shall be furnished with sufficient tools and material to complete any and all maintenance work

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and workers must use the proper tools provided and carry on their person the Narcan provided to ensure worker safety as detailed in the Personnel Policy. Pennsylvania Statute 42 PA CSA § 8332, Nonmedical Good Samaritan Civil Immunity prescribes the general rule for any person who renders emergency care. The Housing Authority will provide uniforms to be worn by all persons covered by this Agreement.

Section 8: Workers covered by this Agreement shall be held responsible for the tools and equipment issued to them provided the Employer furnishes the necessary locker, tool boxes, or other safe places for storage. Any willful misuse of Housing Authority property or Housing Authority tools is grounds for dismissal or punitive action.

Section 9: The representative of the Union shall be allowed access at any time to the site of any work being performed by maintenance personnel of the Authority covered by this Agreement.

Section 10: The Union shall have the right to appoint a Steward, who must be a Housing Authority maintenance employee, to represent workers who are employed under this Agreement. Such Steward shall see that the terms and conditions of the Agreement are observed, and at no time shall the Employer discriminate against a Steward because of his faithful performance of duties as such. It is recognized that the Steward's primary responsibility is the performance of his maintenance functions and that his duties as Steward shall not interfere with the satisfactory performance of his employment.

Section 11: The workers covered by this Agreement shall notify the Supervisor regarding unsafe tools, equipment, or work under unsafe conditions. The Union agrees to the posting of a location board so that the employee can post his location during working hours, at a position to be determined by the Housing Authority.

Section 12: Maintenance Personnel will be assigned to Areas as designated by the Housing Authority as Asset Management Projects (AMPS), and Preventative Maintenance Crews. There are currently ten (10) AMP groups and two Preventative Maintenance Crews. Assignments shall be made from the roster of Maintenance Mechanics hired by the Housing Authority. These positions may be changed by the Authority no less than every ninety (90) days and not more than twenty four (24) months.

Section 13: Maintenance Mechanics and Maintenance Helper/Laborers shall receive authorization from a person designated by the Housing Authority before performing any work asked for by a tenant after working hours.

Section 14: By mutual agreement the Housing Authority Executive Director and the Local Union Business Manager will, by amendment to this Agreement, establish the work duties and performances for all maintenance personnel covered by this Agreement.

Section 15: Personnel polices not specifically covered by this Agreement shall be covered by the "Personnel Policy and Procedures" in effect for all full-time employees hired by the Authority. Any Personnel Policy changes shall be jointly reviewed and approved by the Executive Director and Business Manager of Local Union No. 459, IBEW, or his representative before submitted to HUD for approval.

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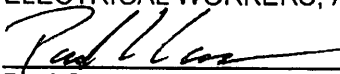
IN WITNESS WHEREOF, the parties hereto have signed this Agreement the day and year first above written.

SIGNED FOR THE HOUSING AUTHORITY
OF BEAVER COUNTY

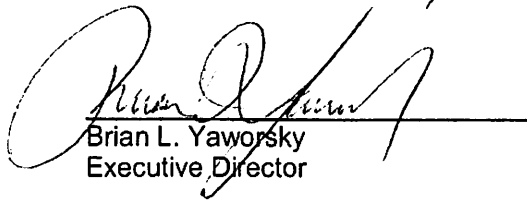


Michael D. Lacey
Chairman

SIGNED FOR LOCAL UNION NO. 459
INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO-CLC



Paul Cameron
Business Manager/Financial Secretary



Brian L. Yaworsky
Executive Director



Joseph Csoman
Steward

Subject to the approval of the International President of the International Brotherhood of Electrical Workers

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ADDENDUM I

MAINTENANCE MECHANIC

TRAINING AND EXPERIENCE

At least two years' experience in building construction and/or in building maintenance, including knowledge of, and experience with, heating and plumbing equipment. An equivalent combination of training and experience may, at the discretion of the Executive Director and Building Maintenance Foreman, be submitted.

PERSONAL QUALIFICATIONS

Shall be at least 25 years of age and of good character and reputation; must be in sympathy with the Authority's low-rent housing policies; able to read blueprints and estimate costs of materials and supplies for the maintenance of building and grounds. Must be cooperative with fellow employees, efficient and reliable and possess a valid Pennsylvania Driver's License, and their own transportation.

DUTIES

Under the general supervision of the Building Maintenance Foreman and Crew Leader assignments given by the Project Manager, perform all the necessary work for the general and day-by-day maintenance of the structures, grounds and appurtenances thereto of the projects to which assigned; responsible for the proper use and care of the Authority's tools and equipment used on the projects; shall prepare storeroom requisitions for the material and supplies needed for maintenance work; shall keep accurate time and material records of each item of work performed; be subject to emergency calls to service the project at any hour of the day or night.

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ADDENDUM II

MAINTENANCE HELPER/LABORER

TRAINING AND EXPERIENCE

Limited experience expected with mechanical aptitude for building maintenance. Shall have knowledge of the proper techniques involved in the maintenance of building plus variety of machinery and equipment familiarity. Ability to recognize and report dangerous, unsafe, and unsanitary conditions in need of maintenance and repair of both building and equipment.

PERSONAL QUALIFICATIONS

At least 18 years of age and of good character and reputation; must be in sympathy with the Authority's low-rent housing policy, with ability to learn to read blue prints; describe repair needs in physical manner or descriptive manner; cooperative with fellow employees, able to take direction and follow supervision of Maintenance Mechanic, maintenance supervisor and Project Management employees. Must possess a valid Pennsylvania Driver's License, and their own transportation.

DUTIES

Under the direction of the Project Manager, Building Maintenance Foreman, Crew Leader or Maintenance Mechanic, perform general repairs on Authority property with guidance from the Maintenance Mechanic; perform work of semi-skilled nature. Maintain grounds and general building areas as assigned. Be responsible for assigned tools, equipment, and property and maintain same. Keep accurate personal time and material usage, and report accountability to supervisor.

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ADDENDUM III

MAINTENANCE AIDE

TRAINING AND EXPERIENCE:

Limited experience expected with mechanical aptitude for building grounds maintenance. Aides are not expected to perform any skilled maintenance tasks, or operate power equipment with exception of lawn care and snow removal equipment.

PERSONAL QUALIFICATIONS:

At least 18 years of age and of good character and reputation, with the ability to follow supervision and take direction. Must possess a valid Pennsylvania Driver's License and their own transportation.

DUTIES:

Under the direction of the Building Maintenance Foreman, Maintenance Crew Leader, Project Manager or Maintenance Mechanic, performs work of a semi-skilled nature assisting in the maintenance of the Authority's buildings and grounds.

Typical duties could include cleaning storm sewers, manholes, gutters and down spouts, shoveling snow, general grounds maintenance, cleaning vacant apartments, removing debris, painting, replacing screens, cleaning up maintenance shop and boiler room area, replacing light bulbs, changing furnace/ac filters, and cleaning fixtures, picking up and delivering material and assisting Maintenance Mechanics in performing tasks as directed.

Be responsible for tools and/or property assigned, keep accurate accounting of their time, and report accountability to their supervisor.

OTHER CONDITIONS:

Effective January 1, 2020 through December 31, 2022, there will be a minimum ratio of one and one-tenths (1.1) Maintenance Mechanics and Maintenance Helpers/Laborers per Maintenance Aides.

Aides will not perform normal Maintenance Mechanic duties on their own and will not be assigned to weekend beeper coverage.

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ADDENDUM IV

MAINTENANCE CREW LEADER

DUTIES:

In addition to performing the regular duties of a Maintenance Mechanic, the Crew Leader will assist the Director of Operations/Building Maintenance Foreman in the following areas:

- Oversee and organize the day-to-day operations of the sweep maintenance crews
- Perform quality control inspections
- Direct all mechanics, helpers, aides as needed
- Inform the Director of Operations/Building Maintenance Foreman of any personnel behavioral problems, substandard work performance, or unacceptable work ethics

The Maintenance Crew Leader will remain a member of Local Union No. 459, IBEW.

The Maintenance Crew Leader will be chosen by the Building Maintenance Foreman and approved by the Director of Operations and the Executive Director based on the following qualifications:

- Experience and knowledge of building systems and maintenance
- Ability to follow instructions
- Demonstrates leadership skills
- Dedicated to continue improvements in the efficiency of the Maintenance Department

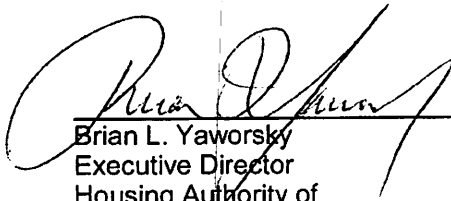
Housing Authority of Beaver County
Agreement
By and Between
Housing Authority of Beaver County
And
Local Union 459
International Brotherhood of Electrical Workers
January 1, 2020 – December 31, 2022

SIDE LETTER

PENSION CONTRIBUTION

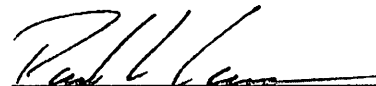
The contribution to the Pension Fund which is fully paid by the Housing Authority for all employees covered under the above captioned Agreement shall be 15.7% effective January 1, 2020.

For Employer:



Brian L. Yaworsky
Executive Director
Housing Authority of
Beaver County

For Union:



Paul L. Cameron
Business Manager/Financial Secretary
Local Union 459