

INTEREST ARBITRATION

FRATERNAL ORDER OF POLICE, LODGE NO. 5

and

CITY OF PHILADELPHIA

Arbitration Panel

Alan Symonette, Esq.
Neutral Arbitrator and Panel Chair

Ralph J. Teti, Esq.
Willig, Williams & Davidson
FOP Lodge 5-Appointed Arbitrator

Shannon Farmer, Esq.
Ballard Spahr LLP
City-Appointed Arbitrator

Appearances

FOR FOP Lodge 5:

Richard Poulson, Esq.
William Campbell, Esq.
Willig, Williams & Davidson

FOR THE CITY:

Catharine Lubin, Esq.
Ballard Spahr LLP

Cara E. Leheny, Esq.
City of Philadelphia Law Department

Aleena Y. Sorathia, Esq.
Ahmad Zaffarese

On February 1, 2022, the undersigned arbitrators on an arbitration panel convened pursuant to Act 111 of 1968 (“Panel”) issued an interest arbitration award (“Award”) addressing the issue of mandatory COVID-19 vaccinations for members of the FOP Lodge 5 bargaining unit.

Among its several provisions, the Award required the parties to provide the Panel with an updated accounting of vaccinated and unvaccinated officers by February 18, 2022, after which the Panel would reconvene to determine consequences to be effective March 1, 2022 for non-compliant officers. On February 25, 2022, the Panel convened to review the above-referenced accounting and deliberate regarding potential consequences for non-compliance.

The Panel is very encouraged by the progress reflected in the updated accounting, including the fact that approximately 95% of the Police Department is either fully vaccinated, has received a first vaccination shot or has submitted a request for a medical or religious exemption. The parties are to be commended on their efforts in this regard.

Given that the parties are still in the process of compiling data regarding vaccinated and unvaccinated officers, and in light of the significant progress represented in the current numbers, the Panel shall suspend Section I, Paragraph 6 of the Award, pending the submission of additional information by the parties. Following the submission of this additional information, the Panel shall reconvene to address the consequences for non-compliant officers.



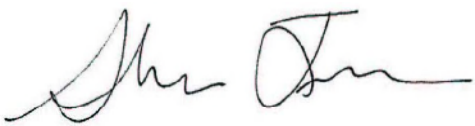
Alan Symonette
Neutral Arbitrator and Panel Chair

Date: 2/28/2022



Ralph J. Teti
FOP-Appointed Arbitrator

Date: 2-28-22



Shannon Farmer
City-Appointed Arbitrator

Date: 2-28-22