

SEIU SUMMARY OF CHANGES RIVIERA BEACH 2021 CONTRACT

	SUMMARY SHEET SEIU-RIVIERA BEACH TENTATIVE AGREEMENT
	*Provided as a courtesy. See total tentative agreement for specifics and full language.
	No changes
UNION STEWARDS	6.3. Allows for the usage of PTO time for Union pool donations.
DUES AND/OR COPE AND DISCONTINUATION OR DEDUCTION	7.3. Cleanup. Clarifies that dues deductions are made on a biweekly, not weekly, basis. 7.4 Updates card used for dues deductions.
	No changes
BASIC WORKWEEK AND OVERTIME	11.5- Adds PTO usage for purposes of overtime computation, 11.6- eliminates sick leave references.
SICK LEAVE	12.1- Eliminates Sick Leave Accumulation. 12.4 Eliminates Sick Leave Abuse
COMPASSIONATE LEAVE	Adds maternal and paternal aunt and uncle to list of relatives; adds probationary employees to utilize leave for first time; adds additional time off granted by City Manager won't count against PTO
MILITARY LEAVE	No changes
LEAVE WITHOUT PAY	15.1 moves paragraph from 15.4 to 15.1; codifies current practice prohibiting workers on leave without pay to accrue sick, vacation or PTO; 15.3. Requires employee out on LWOP to check in with the city every month rather than every three months
JURY DUTY	No changes
SENIORITY, PROBATION, AND REDUCTION-IN-FORCE	17.3. Changes probationary worker accruals of sick and vacation to accruals of PTO, and clarifies use the same as vacation and sick under former practice. 17.6 Adds email address to method of recall.
HOLIDAYS	18.1 Adds Juneteenth, (additional holiday) 18.3 adds PTO reference similar to how vacation and sick are utilized. 18.8- Substitutes PTO time in place of other leave types. Keeps Good Cause day for Year One and 2 of the Contract.
VACATION	Replaces Vacation accruals with PTO accruals after ratification. Preserves right of employees to chase out all earned sick and vacation earned upon separation same as previous contract. Details accrual and process, as well as PTO donation, voluntary transition of sick and vacation time to PTO. Preserves S or V buyback in Year 1 of 80 hours and 40 hours in Year 2.
PRODUCTIVITY AND JOB TRAINING PROGRAM	Enhanced educational benefit program that allows tuition advancement for members who start academic coursework to obtain higher level City responsibilities up to \$2500 per year.
WAGES	On first pay period following ratification, slots workers into New Salary Plan Attachment A based on years of service in position. Years 2 and 3 provides increase in base wages equal to 2.5% of the minimum wage rate of the employee's position. Redlines those above market rate. Provides additional PTO for those above max up to 5 PTO days based on years of service. Provides all with one time payment of \$250 upon ratification.
SAFETY AND HEALTH	22.2 Increases shoe allowance from \$150 to \$175. Creates \$50 Hazardous Pay differentials post ratification

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GENERAL PROVISIONS	23.2. Codifies that employees can purchase dependent health and dental insurance at employee's expense. Ceases future longevity payments. (Trade off for higher base wage rates)
SAVINGS CLAUSE	No changes
ZERO TOLERANCE DRUG FREE WORKPLACE POLICY	New drug free workplace policy. Encourages those with issues to seek help through Employee Assistance Program. Establishes testing procedures including reasonable suspicion testing in accordance with Florida law.
TERM	New contract duration through 3/31/24.
MAINTENANCE OF BENEFITS	Language cleanup.
AMERICANS WITH DISABILITIES ACT	No changes
EMPLOYEES UNABLE TO PERFORM JOB DUTIES FOLLOWING ON/OFF - THE-JOB INJURY, JOB-RELATED/NON JOB-RELATED ILLNESS/DISABILITY	No changes
COMMUNICATIONS OPERATOR TRAINER	No changes
DISCIPLINE	No changes
PENSION	Updated language to reflect PTO
BARGAINING UNIT INFORMATION	Updated from specific dates to annually
EVALUATION	Updates and moves evaluation language out of wage article