

SEIU-FPSU City of Orlando Summary of Changes 2022-2025 CBA

1-Intent of Agreement	No Change
2-Recognition	No Change
3-Management Rights	No Change
4-Union Rights	4.2+4.3 department name change; 4.6 City agrees to provide a list of management staff who will attend investigatory meetings
5-Employee Rights	No Change
6- Non-Discrimination	6.2- Update to references of gender neutral terms- handled in each instance of contract
7- Union Steward Activity	Department reference changes, grammar cleanup
8-Dues Deduction	No Change
9- Work Interruptions	No Change
10-Grievance Procedure	10.4- Elimination of 37 day rule on grievances; 10.5-elimination of arbitration on oral counseling and written reprimands
11- Arbitration	11.1- Department reference change, gender cleanup
12-Bulletin Boards	No Change
13-Personal Leave/Sick Leave	13.1 gender reference cleanup,
14- Bereavement Leave	14.1 gender reference cleanup; 14.4- clarifying definition to match City's bereavement policy (808.11)
15-Holidays	15.1 Addition of Juneteenth holiday; addition of language allowing employees whose depts require holiday work to bid holidays by seniority
16-Commercial Motor Vehicle Operators	No Changes
17- Special Meetings	17.1 Dept. cleanup
18-Safety and Health	18.2- adds seatbelt language; EMS extrication equipment, 18.4- \$100 EMS stethoscope stipend
19-Jury Duty	19.2 +19.3 gender reference cleanup
20-City Vehicles and Vehicle Cameras	21.1. c. clarifying time and process of Union notifying employer; 21.2 change of department reference,
21-Health and Welfare	No substantive changes. Small change in 21.1.C giving union more time in cases of dispute between city and union
22-Discipline and Discharge	22.2, Reinforces that when one party wants an extension of time, the other party must agree in writing. Also codifies that the employer will reference the policy/ contract provisions violated in a Notice of Investigation; New language commanding the City to let a worker know when an investigation has been concluded; other gender neutral references
23-Seniority/Layoff/Recall	23.4 adds Civilian EMS workers and Fire ECS Shift Supervisors to those employees that will bid shifts based on seniority; various other gender neutral references and changing of departments
24-Job Vacancy	Various gender neutral references and department changes
25-Working Out Of Classification	Various gender neutral references and department changes
26-Workweek And Overtime	26.3- Adds ECS Fire Supervisors to employees that may bank up to 150 hours
27-Prevailing Rights	Modifies all provisions to include EMS and Parking Specialists into unit
28-Pension And Retirement	28.6- Department change
29-Educational Reimbursement	29.1 Department change
30- Shift Differential	No change
31-Extra Time Provisions	31.1 Department reference change IT and gender neutral references
32- Pay Plan	32.1 Equity adjustment slotting employees according to years in position and service. 6% ATB Year one plus one time payment of \$1000 5% ATB Year two plus increase mins/maxes by 4% to avoid total lump 4% Year three 32.5- comp time may be split by week 32.13- \$14 for 12 hour shift employees; adds Civilian EMS to FTO classifications 32.14 Subpoenaed EMS will receive court appearance pay.
33-Longevity Payment	No Change
34-Substance Abuse Control	No Change
35-Emergency Conditions	In instances where City Hall is closed due to weather related event and workers must report to work,for at least 8 hours, reporting employees receive \$75 per day each day in addition to other compensation
36- Waiver Of Right to Bargain For Duration	No Changes
37- Duration	Three Year Agreement through September 2025