

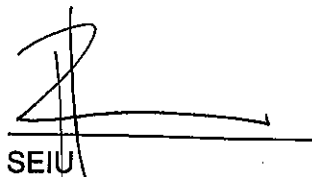
ARTICLE 19

JURY DUTY

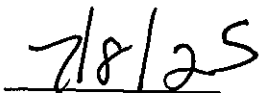
- 19.1 Employees shall be authorized time-off with pay for Jury Duty after submitting appropriate evidence of the summons notice to the immediate Supervisor by the next business day after receipt of the notice and by the next business day after confirmation of required service. The employee shall be paid for scheduled Jury Duty falling within the employee's scheduled work hours. Employees working other than a normal day shift (8:00 a.m. – 5:00 p.m.) will have his/her schedule changed to the day shift, schedule permitting, provided he is selected to participate as a juror in a case extending more than one (1) scheduled workday.
- 19.2 If an employee is released from Jury Duty four (4) hours or more before the end of the employee's scheduled shift or actual task for that workday, the employee shall report to his/her work site within one and one-half (1½) hours after being released, or as an alternative call his/her supervisor, request and be granted Personal Leave for the balance of the shift.
- 19.3 An employee who is not a plaintiff or defendant in a case and is required to attend a civil or any other legal proceeding as a result of his/her employment with the City, shall be granted excused absence with pay and the payroll sheet marked J.P. (Judicial Proceedings). Employees shall use his/her own accrued Personal Leave time for subpoenas relating to personal, family matters or any off duty civil or criminal legal matters as a plaintiff, defendant, or witness.



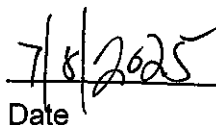
City Of Orlando



SEIU



Date



Date

ARTICLE 9

WORK - INTERRUPTIONS

- 9.1 The Union shall not, under any circumstances, or for any reason, or in sympathy with, or in support for other employees or unions, call, encourage, authorize, ratify, or engage in any strike, slowdown, boycott, or other job action resulting in an interruption of work during the term of this Agreement.
- 9.2 The City will not lock out employees covered by this Agreement.
- 9.3 The City shall have the right to discipline, up to and including discharge, any employee who instigates, encourages, participates in, or is otherwise involved in any strike, slowdown, boycott, or other job action against the City or who takes any action to curtail work, restrict services or interfere with any operations of the City.



City Of Orlando


SEIU

7/8/25

Date

7/8/2025

Date

07/08/25