

AGREEMENT
Between
The City of Orlando



and

SEIU Florida Public Services Union



for the
Professional Unit, Supervisory & White-Collar Units

October 1, 2025, through September 30, 2028

~~October 1, 2022, through September 30, 2025~~

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ARTICLE 1

INTENT OF AGREEMENT

1.1 This Agreement entered into by and between the City of Orlando hereinafter referred to as the "City" or "Employer" and SEIU Florida Public Services Union hereinafter referred to as "SEIU" or the "Union".

It is the intent and purpose of the parties hereto that this Agreement constitutes an implementation of appropriate Florida State Statute 447 provisions and provides for orderly and constructive employment relations in the public interest, in the interests of the City, and in the interest of the employees represented by SEIU.

1.2 It is the general purpose of this Agreement to promote the mutual interest of the City and its employees, and to provide for the operation of the City's services under methods which will, to the fullest extent possible, further the morale and safety of the employees; provide economy and efficiency of operation; eliminate waste; and avoid interference with, or interruption to, the operation of the City's services. The parties to this Agreement will cooperate to secure the advancement and achievement of the above purposes.

1.3 This document constitutes the entire Agreement and understanding between the City and the Union and it shall not be modified or amended in any respect except in writing signed by authorized representatives of the City and the Union and ratified by the Union membership and adopted by the Orlando City Council. This Agreement supersedes any and all previous agreements and understandings between the city and the Union.

1.4 Nothing in this Agreement shall require either party to act in violation of any Federal, State or Local legislation or regulations. In the event that any of the provisions of this Agreement are determined to be in violation of any Federal, State, or Local legislation or regulations, then those provisions shall be considered null and void and of no further force and effect. Such determination, however, shall not in any way affect the remaining valid provisions of this Agreement.

1.5 The Union agrees to encourage all members of its organization to render efficient service to the City. The Union recognizes that it is of great importance for the City of Orlando to have good public relations and the Union will encourage its members to make themselves available for public service and emergency work. The Union and its members, in all matters pertaining to this Agreement, shall take into consideration that

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the most important mission of the City is to serve the Public.

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ARTICLE 8 DUES DEDUCTION

Any approved payroll deduction shall be made by submitting the request through Human Resources. The deduction will start within thirty (30) working days of receipt of a valid authorization. In the event Florida law changes to authorize payroll deductions for union dues, upon the Union's request, the parties agree to re-open this section within thirty (30) days to continue discussions.

~~8.1 Any employee, permanent full-time or permanent part-time, covered by this Agreement, may authorize payroll deduction of Union membership dues by signing a Union Authorization card. Such authorization may be revoked by said employee only after the employee serves a written notice to the Union of the employee's intentions. Said notice is to be on the same form as above. Within seventy-two (72) hours, the Union will initial, copy, and forward the stop dues payments form indicating the date received by the Union, to the Labor Relations Official. Thirty (30) days after receipt by the Union of the form, the City shall stop withholding Union dues from the employee.~~

~~8.2 The Union will notify the City, in writing, of the amount of its membership dues. Changes in Union membership dues will be provided to the City, in writing, at least thirty (30) days in advance of the effective date of any change.~~

~~8.3 When authorized by the employee pursuant to Article 8.1, dues shall be deducted each pay period and the monies shall be remitted to the Union within thirty (30) days. Dues will be deducted equally from each pay period.~~

~~8.4 The effective date for deducting dues shall be the beginning of the pay period following the date the Union Authorization Card is signed and received by the Human Resources Department. The effective date for the stopping of Dues Deductions shall be the beginning of the pay period thirty (30) days following the date the form is signed and received by the Human Resources Department.~~

~~8.5 For each employee who signs and submits an authorization form, the City shall withhold from wages of each payroll check voluntary contributions in any whole amount but no less than one dollar (\$1.00) for the Unions Committee on Political Education (COPE). The City shall forward such contributions once a month in the form of a check (payable to SEIU~~

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~~FPSU) to the designated officials of the Union by the tenth (10th) day of the month following the deductions. At the same time, the City shall forward a list showing the names and amount of the contributions deducted for each employee.~~

~~8.6 The Union will indemnify, defend, and hold the City harmless from any claims or demands against the City based on any payroll deduction made on its behalf.~~

~~8.7 No deduction shall be made from the pay of any employee for any payroll period in which the employee's net earnings for that payroll period, after all other authorized or required deductions are less than the amount of dues to be deducted.~~

~~8.8 If a Union member is on an unpaid status, it is his/her responsibility to keep his/her Union dues current.~~

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ARTICLE 36 WAIVER OF RIGHT TO BARGAINING FOR DURATION

During the negotiations, which resulted in this Agreement, both the City and the Union had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining. The understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, for the duration of this Agreement, unless specifically provided otherwise, the City and the Union voluntarily and unqualifiedly waive the right to bargain and agree that neither shall be obliged to bargain collectively with respect to any subject or matter even though such subject or matter may not have been within the knowledge or contemplation of either or both parties at the time that they entered into this Agreement. Both parties, however, may mutually agree to enter into Memorandums of Understanding deemed necessary to clarify or enhance the administration of this Agreement.