

# SEIU FPSU - City of Orlando: Union Proposals 7/8/2025

## **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.

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## **ARTICLE 12**

### **BULLETIN BOARDS**

- 12.1 The Union may use the City's designated Bulletin Boards at each working location, not to exceed twenty-five per cent (25%) of the space available on the Bulletin Boards. Space for one (1) Bulletin Board shall be available at each work location.
- 12.2 The Union may use the City of Orlando computer e-mail system to correspond with employees regarding SEIU business and other information restricted to that outlined within paragraphs 12.3 and 12.4 of this article. SEIU messages sent or received via the City of Orlando e-mail system are to include only text information. File attachments should not be included. Message content may include Universal Resource Locator (URL) links to external web sites, documents or other information sources maintained by non-City entities. The City reserves the right to limit or restrict incoming data streams associated with any external information source, to protect the operational integrity of City of Orlando systems and/or networks.
- 12.3 Matter posted on the Bulletin Boards designated for use by the Union shall be signed by the Union Steward posting the information. All e-mail postings shall originate with the Union's business office and indicate the name of the Union representative responsible for the posting. All postings, whether on Bulletin Boards or by e-mail, shall pertain only to Union business or activities and are restricted to notices of Union recreational and social affairs; notices of Union elections and results of such elections; notices of Union appointments and other official Union business; notices of Union meetings.
- 12.4 The Union or its representatives shall not post any materials which: a) are obscene or defamatory, b) reflect badly on the City, its officers, employees, or employee organizations, or c) which constitute political campaign materials or controversial subjects other than internal Union campaign materials.
- 12.5 All costs related to preparing Union materials will be borne by the Union. The Union is responsible for posting and removing approved material on the bulletin boards and for maintaining that material in an orderly condition.
- 12.6 In the event the City institutes digital displays that are for the purpose of communicating department or division information to employees, and these displays are not intended for conveying information to the general public, the City shall notify the Union in writing prior to the display's implementation. Upon notification, the parties agree to re-open this section within thirty (30) days to discuss.

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## **ARTICLE 14**

### **BEREAVEMENT LEAVE**

- 14.1 In the event of a death in an employee's immediate family, the employee will be granted, upon request, up to five (5) paid working days off not to exceed forty (40) hours. The five (5) working days will start at the employee's option on the day of death or the day following the day of death. In the event the funeral does not fall within the above-mentioned time period and provided the employee did not use any Bereavement Leave benefit or used less than the five (5) days of such benefit, the employee will be allowed to use the balance of Bereavement Leave days to attend the funeral or at an agreed upon time between the employee and his/her supervisor.
- 14.2 Requests for Bereavement Leave extensions for immediate family members, using accrued personal leave time, shall not be unreasonably denied. Requests for personal leave time for the death of other family members not categorized as "immediate" also shall not be unreasonably denied.
- 14.3 All employees shall be eligible to receive straight time pay only for all regular hours that the employee would have normally worked during the Bereavement Leave period. The Division Manager may request that the employee provide satisfactory proof of death of the immediate family member. If a holiday occurs while an employee is on Bereavement Leave, the employee will receive compensation for the holiday only.
- 14.4 A "qualifying death" for the purpose of this policy is defined to mean the death of:
- a) The employee's: spouse, child (including miscarriage), mother, father, brother, sister, grandparent, grandchild, stepmother, stepfather, half-sister, half-brother, stepbrother, stepsister, legal guardian, or ward; and
  - b) The employee's spouse's: mother, father, child, grandparent, or grandchild.

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## **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.