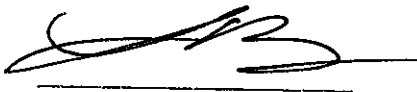


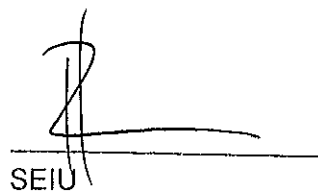
ARTICLE 2

RECOGNITION

- 2.1 Pursuant to and in conformity with the certifications issued by the Public Employees Relations Commission of the State of Florida in Case Nos. RA-2004-006 (Supervisory), RA-2004-005 (White Collar) and RA-2004-007 (professional), as amended, the City of Orlando hereby recognizes the SEIU Florida Public Services Union as the sole and exclusive representative for the purpose of collective bargaining with respect to wages, hours, and terms and conditions of employment for all employees of the bargaining unit as set forth in Appendix A (Supervisory), B (Professional) and C (White Collar). Appendix A, B, and C will be updated annually after all recertification votes are held (if applicable). The amended aforementioned will be available of the City of Orlando intranet site.
- 2.2 All job classifications not specifically listed in Appendices A, B and C are excluded from the Supervisory, Professional and White-Collar bargaining units. In addition, all Contractual, Temporary, or Seasonal Employees are excluded from the bargaining units. Newly hired employees shall be considered probationary for a period of six (6) months from the date of employment (except Community Service Officers and Emergency Communications Specialists, who shall be considered probationary for a period of one year) unless extended pursuant to City Policy and Procedure 808.22 and shall not be subject to the grievance and arbitration process contained herein for matters of discipline or discharge during any portion of the probationary period.
- 2.3 All job classifications created by the City during the term of this Agreement, which are not included in Appendices A, B and C are excluded from the bargaining units unless and until authorized representatives of the City and the Union agree, in writing, to include the classification in one of the three bargaining units and this modification to the unit is recognized by the Public Employees Relations Commission.



City Of Orlando



SEIU

9/24/25

Date

9/24/25

Date

City 09/23/25

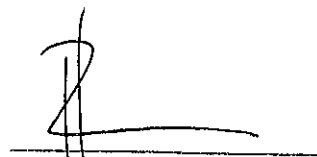
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City Of Orlando


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ARTICLE 5
EMPLOYEE-RIGHTS

An employee covered by this Agreement shall have the right to join, or refuse to join, the Union without interference, coercion, or intimidation by either the City or the Union. No employee shall be retaliated against, intimidated, restrained, harassed, or coerced in the exercise of rights granted by this Agreement, by either the City or the Union.

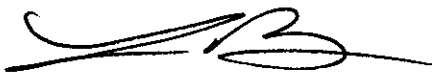

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ARTICLE 6

NON-DISCRIMINATION

- 6.1 The Union and City shall comply with all City, State and Federal discrimination laws and agree not to discriminate against any employee covered by this Agreement regarding the terms and conditions of employment including promotions and training on the basis of and including but not limited to race, color, creed, gender, sexual orientation, age, disability, and national origin.
- 6.2 The filing of a charge or complaint with any administrative agency or court shall act as an automatic withdrawal of any grievance or arbitration regarding the same subject matter or arising out of the same event(s) which gave rise to the grievance or arbitration.



City Of Orlando


SEIU

9/24/25

Date

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Date