

**EMPLOYEE
ORGANIZATION
AGREEMENT**

between

CITY OF HOLLYWOOD

and

HOLLYWOOD, FLORIDA, CITY EMPLOYEES
LOCAL 2432 OF AFSCME, AFL-CIO
A.K.A. AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES
Local 2432

October 1, 2015

through

September 30, 2018

ARTICLE 14 - WORK SCHEDULING AND OVERTIME

Sec. 4: The employer and the Union recognize that certain type of activities operating on a continuous basis require different treatment as to hours worked, and agree that in those instances, an eight (8) or ten (10) consecutive hour shift, including lunch period, and breaks per Article 19, may be allowed. In the Public Works Department, personnel assigned to beach maintenance will be permitted to operate in a flexible but not split shift work schedule. In the Recreation Division, program supervisors and staff will be permitted to operate in a flexible but not split shift work schedule. Personnel assigned to ball field maintenance in Public Works will be permitted to operate in a flexible but not split shift work schedule for such events that occur sporadically. Employees assigned to the Police Department who are ordered to extended standby by the Court Liaison Officer, will receive one (1) hour of compensatory time at straight time, for such inconvenience. This section shall not apply if the employee is called into court during this period and callback pay is provided as in (Sec. 5).

ARTICLE 20 - SICK LEAVE

Sec. 1: Employees shall accrue ~~one (1) sick leave day~~ **eight (8) hours of** sick leave for each month worked. Sick leave shall be allowed to accrue without limit. Employees covered by this contract and serving a probationary period of employment may use accrued sick leave in the same manner as permanent employees.

Formatted: Strikethrough

Sec. 3: Alternative uses of sick leave, for reasons other than illness, are as follows:

A. If an employee has accumulated three hundred (300) hours of sick leave as of October 1st of any Fiscal Year, he or she shall have the option of converting the next forty (40) hours of accrued sick leave to vacation ~~days~~leave. Requests to convert the next forty (40) hours of sick leave to vacation leave must be made to the employee's Division Head within the first work week following October 1st of each fiscal year. On September 30th, any unused, converted vacation leave shall revert back to sick leave.

Formatted: Strikethrough

B. An employee shall have the option of converting a maximum of ~~five (5) days~~**forty (40) hours** of accrued sick leave to personal leave per fiscal year, provided the employee will have at least 96 hours of accrued sick leave after this conversion.

Formatted: Strikethrough

ARTICLE 32- HOLIDAYS

Sec. 1: The following legal holidays will be observed:

- New Year's Day
- Martin Luther King Jr.'s Birthday
- George Washington's Birthday (President's Day)
- Memorial Day
- Fourth of July (Independence Day)
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day
- New Year's Eve

Employee's Birthday: The birthday holiday shall be taken at the discretion of the Employee with the consent of the Employee's Supervisor, provided the Employee shall not receive the holiday more than one (1) week prior to the actual birthday. Birthday holidays must be used within 366 days of the birthday.

Sec. 2: If any of the above holidays fall on a Friday, Saturday or Monday and the Friday, Saturday or Monday is an Employee's normal day off, the Employee will receive a floating holiday for each Holiday which falls on the Friday, Saturday or Monday for which the Employee is off; which must be used within 366 days of receiving the floating holiday. The floating holiday shall be taken at the discretion of the Employee with the consent of the Employee's Supervisor, provided the Employee shall not receive the floating holiday more than one (1) week prior to the actual holiday.

Without regard to whether an Employee is regularly scheduled to work four (4) or five (5) consecutive shifts in a workweek, if any of the above holidays fall on a Saturday, then such holidays shall be observed on the preceding Friday, and any holidays that fall on a Sunday shall be observed on the following Monday.

Notwithstanding any of the preceding language, to the extent that the normal work week schedule for employees are not changed from schedules comprised of five (5) consecutive eight (8) hour shifts, to schedules comprised of four (4) consecutive ten (10) hour shifts, that the preceding language shall have no impact nor effects whatsoever upon the expectation of such employees with regard to their accrual, compensation for, and receipt of holiday pay, whether pursuant to any contractual rights, existing policies, prevailing rights and/or past practices, that existed or were followed prior to the adoption and implementation of the immediately preceding language, and which shall therefore, remain in full force and effect for such employees.

Sec. 23: All employees whose work week is comprised of four (4) consecutive ten (10) hour shifts, and who work on the Holiday, shall receive ten (10) hours of Holiday pay. Personnel working on a regular ten (10) hour work schedule, who are scheduled to work on a holiday, and are unable to work due to illness, will receive ten (10) hours pay for that date, none of which is chargeable to sick leave.

Formatted: Strikethrough

Sec. 34: Non-sworn Police Department employees and employees of Beach Safety and the Golf Course who have their holidays added to their vacation will continue this practice and in addition, will receive two (2) floating holidays per calendar year. Said holidays must be requested ten (10) working days in advance of the date requested. In the event of manning and scheduling conflicts, Management reserves the right to deny the request for a particular day. In any event, subject personnel will receive two (2) floating holidays off each contract year. The only employees eligible for these two (2) floating holidays shall be employees in the job classifications of Tele-communicator I, Tele-communicator II, Communications Shift Supervisor, Community Service Officer, Crime Scene Technician (with the exception of photo imaging and fingerprints), Store Keeper, Marine Safety Officer, Marine Safety Lieutenant, and Marine Safety Captain who work on observed holidays and in lieu of holiday pay have their holiday hours added to their vacation. These Employees have the ability to earn additional floating holidays per Section 2 of this article if any of the above holidays fall on a Friday, Saturday or Monday and the Friday, Saturday or Monday is the Employee's normal day off. The Police Chief and Fire Chief, in their sole discretion, shall determine which job classifications are required to work on observed holidays and will be therefore eligible for the two (2) floating holidays.

Formatted: Strikethrough

| Sec. 5: In accordance with standing procedure, an employee must be in pay status on his workday immediately preceding and immediately following the holiday to be eligible to be paid for the holiday.

ARTICLE 51 - REGULARLY SCHEDULED PART-TIME EMPLOYEES

Sec. 1: Regularly scheduled part time employees shall enjoy rights in all Collective Bargaining Agreement articles except for the following:

- Article 12-Leadworker
- Article 13-Certification Pay (except Section 10 shall be provided to the applicable part-time employees)
- Article 14-Work Week and Scheduling
- Article 16-Voluntary Demotions
- Article 18-Pension
- Article 20-Sick Leave (except as provided below in this Article)
- Article 21-Voting Time
- Article 22-Contracting and Subcontracting
- Article 28-Lay-off and Recall
- Article 30-Special Leave and Leave of Absence (except FMLA for employee who meet the minimum qualifications).
- Article 32-Holidays (except as provided below in this Article)
- Article 34-Bereavement Leave (except as provided below in this Article)
- Article 48-Educational Reimbursement
- Article 49-Wellness