

Vote On



AFSCME Surfside Local

Your Contract

**TUESDAY
SEPTEMBER 13, 2022
10 A.M. TO 4:00 P.M.**

**TOWN HALL
2ND FLOOR
TRAINING
ROOM
9293 HARDING AVENUE**



COLLECTIVE BARGAINING AGREEMENT
BETWEEN



AND



FOR THE PERIOD
OCTOBER 1, 2022 - SEPTEMBER 30, 2025



Download Contract at
<https://bit.ly/3QoLCym>

Or scan with your phone

Contract Highlights:

- Probationary periods cut to 1 year from 2
- Additional paid holiday
- Progressive Discipline as well as a grievance procedure to challenge discipline in violation of the contract
- Layoffs can only be done in accordance with seniority
- Recall rights (meaning if you are laid off you can be recalled to your old position up to 1 year following layoff)
- Performance Evaluation article to ensure evaluations are done fairly
- Additional vacation time for most senior employees as well as higher roll over limits with voluntary cash out up to 80 hours each year
- Benefits remaining the same
- Longevity bonuses
- All workers will received an 13% increase across the three-year contract, with 6% coming on October 1. Additionally, a majority of workers will receive an immediate wage increase to bring them in line with the union wages enjoyed by AFSCME members in similar positions in other cities in the area.
- Finally, any duties now performed outside of the job description will be compensated with additional pay.



This ratification meeting is open to all members of the bargaining unit regardless of membership in AFSCME and all members of the bargaining unit are eligible to vote. A copy of the proposed CBA will be available at the voting location for review and can be downloaded at <https://bit.ly/3QoLCym>

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