

ORDINANCE NO. \_\_\_\_\_

AN ORDINANCE OF THE COUNCIL OF THE CITY OF SANTA BARBARA AMENDING THE EXISTING 2014-2016 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF SANTA BARBARA AND THE HOURLY EMPLOYEES' BARGAINING UNIT TO COMPLY WITH THE HEALTHY WORKPLACE HEALTHY FAMILY ACT OF 2014

THE CITY COUNCIL OF THE CITY OF SANTA BARBARA DOES ORDAIN AS FOLLOWS:

SECTION 1. The Memorandum of Understanding between the City of Santa Barbara and the Service Employees' International Union, Local 620, Hourly Employees' Bargaining Unit, entered into as of January 1, 2014 and adopted under Ordinance No. 5655 is hereby amended.

SECTION 2. Effective July 1, 2015, the agreement terms are amended as follows

**“Article 14. PAID TIME OFF (PTO) ALLOWANCE**

a. The purpose of the Paid Time Off (PTO) allowance is to provide an employee with time away from a scheduled work shift without a loss in pay. Bargaining Unit members will accrue paid time off at a rate of .034 ~~.023~~ hours per full completed hour of work.

b. PTO shall be scheduled by management to provide adequate staffing. Such scheduling may be available throughout the calendar year subject to departmental operational necessity and the needs of the City. Such scheduling shall take into account employee choice.

c. An employee may not have more than 48 ~~24~~ hours of PTO in the employee's PTO bank. ~~Effective March 28, 2009, this maximum accrual will be increased to 40 hours.~~ If an employee has more than this maximum amount of PTO in his/her bank, the employee will cease accruing PTO until the PTO balance is below this amount. However, requests to take PTO to avoid disruption of PTO accrual will not be unreasonably denied.

d. Employees will be eligible to be paid for any accrued but unused PTO upon termination of employment. The City will reflect PTO accrual on pay stubs.

e. PTO may be used as sick leave for any reason enumerated under California's Paid Sick Leave law, provided that the employee complies with the sick leave notice and medical certification requirements established by law and City policies. These notice and medical certification requirements are the same as those applicable to sick leave use for regular City employees.

d. Bargaining unit members will remain eligible to use any sick leave banks accrued prior to membership in the bargaining unit, subject to the rules and limitations applicable to those sick leave banks.