

BROWARD SHERIFF'S OFFICE DEPUTIES ASSOCIATION LOCAL I.U.P.A 6020

January 23nd 2018

To All Members,

Grievance: On 1/19/18, the Broward Sheriff's Office Deputies Association Local IUPA 6020 filed a grievance on behalf of all Local 6020 members covered under the Collective Bargaining Agreement. The Union believes that it has identified specific instances where Deputies may have been underpaid.

In two specific scenarios we believe a lower rate of pay may be used to calculate Contractual payouts. First, when entering the DROP program, you are eligible to cash out up to 500 hours of vacation/holiday time towards your pension per Article 37 of the Collective Bargaining Agreement. Second, when separating from the Agency, you are allowed to cash out up to 1,160 hours of sick time based on Article 39 of the Collective Bargaining Agreement. The Union believes that when payment is made, the "true hourly rate" of pay is not being calculated. Your true hourly rate, when multiplied by 1.5, is your overtime rate. This standard rate of calculation is used under the Fair Labor Standards Act and Government codes for calculating rates of pay.

The Union believes that under these two scenarios, underpayments to our members in the range of \$2.50 to \$3.50 per hour may be taking place. This could have further implications to final average financial compensation amounts with the FRS.

Again, this grievance was filed on behalf of all IUPA 6020 members only. Only current and future members of IUPA 6020 will be covered under this grievance. Current BSO employees who want to join IUPA in order to be covered by this grievance must become a member before arbitration is requested for this specific grievance. If an "individual" Deputy wishes to file a grievance on their own, it will be incumbent of the "individual" to pay all costs associated with their arbitration which can approximate \$10,000 in costs. The Union will not pay for arbitration costs for non-members.

Disability Insurance: The Union was recently contacted about a problem with the short term disability insurance plan offered by the Sheriff's Office through BSO payroll deductions. Under this plan, the policy clearly states that no short term disability payments will be made if you are receiving or are eligible to receive sick time payments from your employer. In other words, you must exhaust **ALL** of your sick time before becoming eligible to receive any disability payments. We have called employee benefits and confirmed that this same stipulation applies to long term disability too.

The Union is providing you with important information about the terms and conditions of these policies that you may not be aware of. The Union has working relationships with insurance providers that can provide short and long term disability with some of the cheapest rates. If you would like more information on obtaining a better policy which does not require you to exhaust your sick time, you can contact Gene Villa by email at gene@definovilla.com

A copy of the short term disability policy will be attached for your viewing. On page 7 section "C", you will see the exclusion of payment for the disability payments.

Sincerely,

Jeff Bell

President

Broward Sheriff's Office Deputies Assn.

IUPA Local 6020