

**Collective Bargaining Agreement**  
**between the**  
**Bonita Springs Fire and Rescue District**  
**and the**  
**Bonita Springs Professional Firefighters**  
**Local #3444, Inc.**  
**International Association of Fire Fighters**

**Civilian Contract**

**Effective**  
**10/01/2007 through 09/30/2010**  
**Collective Bargaining Agreement**  
**between the**  
**Bonita Springs Fire Control and Rescue District**  
**and the**  
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( End )

**Article 1**  
**PREAMBLE**

**1.1**

This Agreement is made and entered into by the Bonita Springs Fire Control and Rescue District, herein referred to as the "District", and the Bonita Springs Professional Firefighters, Local #3444, Inc., International Association of Fire Fighters, herein referred to as the "Union".

**1.2**

It is the purpose of this Agreement to increase general efficiency in the District, to maintain the existing harmonious relationship between the District and its employees, and to promote the morale, rights and well-being of the District's employees in order that more efficient and progressive public service may be rendered. It is further the purpose of this Agreement to foster safety in the work place and to provide an orderly and peaceful means of resolving differences which arise concerning the interpretation or application of this Agreement.

**1.3**

For the purposes of this Agreement, a working day shall be from 8:00 a.m. to 5:00 p.m. Monday through Friday, excluding holidays recognized by this Agreement.

**Article 2**  
**RECOGNITION AND BARGAINING UNIT**

**2.1**

Pursuant to, and in accordance with, all applicable provisions of Article 1, Section 6 of the Florida Constitution of 1968 and the guidelines set forth in Chapter 447 Laws of Florida, the District recognizes the Union as the exclusive bargaining unit with respect to rates of pay, wages, hours and terms and conditions of employment.

**2.2**

For the purpose of this Agreement and the provisions herein contained, the bargaining unit shall consist of those employees certified by the State of Florida, Public Employees Relations Commission (PERC) Certification #951, MS-92-003, dated August 25, 1992 and 99-034 dated October 28, 1999, and UC-2007-010 and UC-2007-011, dated June 25, 2007.

**Article 3**  
**DUES DEDUCTION**

**3.1**

Employees covered by this Agreement may authorize payroll deductions for the purpose of paying Union dues. No authorization shall be allowed for payment of initiation fees, assessments, or fines.

**3.2**

The Union will initially notify the District as to the amount of dues. Such notification will be certified to the District, in writing, over the signature of an authorized officer of the Union. Changes in the Union's membership dues will be similarly certified to the District and shall be done at least one month in advance of the effective date of such change.

**3.3**

Dues shall be deducted bi-weekly, except in months with three (3) pay periods, and the funds deducted shall be remitted to the treasurer of the Union within three (3) days of the period. The District will deduct a sum of \$.20 per member per month from the dues collected to offset costs incurred in providing this service. The Union will indemnify, defend, and hold the District harmless against any claims made and against any suits instituted against the District on account of payroll deduction of Union dues.

**3.4**

Payroll deductions shall be revocable by the employee upon notifying the District and the Union in writing on a prescribed form. The Union shall be notified of any revocation.

**3.5**

The dues deducted in one month shall apply to the following month's dues.

**Article 4**  
**NON-DISCRIMINATION**

**4.1**

District employees shall have the right to join the Union. There shall be no discrimination or intimidation against any employee because of the employee's membership or lack of membership in the Union or because of his/her holding office or not holding office in the Union.

**4.2**

Provisions of this Agreement shall be applied to all employees without discrimination due to race, creed, color, age, sex or natural origin.