

ARTICLE 8**MANAGEMENT RIGHTS**

8.3 If, in the sole discretion of the City Commission, it is determined that civil emergency conditions exist, including but not limited to, riots, civil disorders, hurricane conditions or similar catastrophes, the provisions of this Agreement may be suspended by the City Manager during the time of the declared emergency, or when an emergency is imminent, provided that wage rates and monetary fringe benefits shall not be suspended. Should an emergency arise, the Union President shall be advised as soon as possible of the nature of the emergency. Either party may reopen this paragraph one time during the term of this Agreement.

ARTICLE 38**LEAVE OF ABSENCE**

38.14 Paid Parental Leave

A. Except as provided in 38.14.B, employees covered by this Agreement shall be eligible for Paid Parental Leave in accordance with HR Policy L-2: General Leave Policies. Covered events occurring on or after October 24, 2019 shall qualify an employee for Paid Parental Leave absence. In addition, in the event an employee experienced a covered event prior to October 24, 2019, he/she shall be eligible for Paid Parental Leave for any remaining balance of the twelve weeks following the covered event.

B. Leave under this paragraph (38.14) shall count in the computation of overtime for any pay period when this leave commences, and any pay period when this leave concludes. Upon ratification of this amendment, the application of 38.14.B shall be retroactive to January 27, 2020.