

Miami-Dade County, Florida/Public Health Trust and
Service Employees International Union Local 1991
Negotiations
Union Proposal
October 1, 2026

RN CBA

XIII – VACATION AND LEAVE

SECTION 4. LEAVE WITHOUT PAY

A. Permanent employees, with the approval of their department head, may be granted a leave of absence without pay for a period not to exceed one (1) year for sickness or disability, to engage in a course of study or other good and sufficient reason which is considered in the best interest of County service.

B. Employees vested in the pension shall be entitled to a leave of absence without pay for a period not to exceed one (1) year for sickness or disability.

C. Employees may be granted leave under this section to serve as full-time representatives of the Union or to enable them to take appointments in the exempt service.

D. A leave of absence without pay for religious holidays may be granted by the department head.

E. All requests for extensions of leaves without pay beyond one (1) year must be approved or disapproved by the department head and the director of Human Resources.

F. Employees will be allowed to maintain forty (40) hours in their personal leave bank while on approved leave without pay.

E. Leave without pay shall not be unreasonably denied under sections A, C, D, and E.

For the PHT

For the Union