



Water and Electric Bargaining Unit Requirements

In the City's Water and Electric departments, some selected positions are covered by UWUA bargaining unit, and some employees have chosen to become members of the union.

The positions covered by the UWUA contract can be identified in the header of each job posting which provides information on job title, closing date/time, salary, job type, location and department. The Job Type Section indicates if the position is covered by the bargaining unit.

The City will post these positions internally prior to advertising the position externally. Management will determine if the position will be posted externally.

Promotions are based on the skills and qualifications as they relate to the requirements of the position. A preference is given to City UWUA members for positions that fall within the bargaining unit. If more than one member of the bargaining group has equal skills and qualifications for the position, the position will be awarded to the member with the most seniority.

Florida is a Right to Work State, so, you are not required to become a member of the union to be employed.

**The City of Lakeland is an Equal Opportunity Employer
and a Drug Free Workplace**