

# Memorandum



**Date:** December 19, 2011

Supplement to  
Agenda Item No. 8(F)1

**To:** Honorable Chairman Joe A. Martinez  
and Members, Board of County Commissioners

**From:** Carlos A. Gimenez  
Mayor

A handwritten signature in black ink, appearing to read "Carlos A. Gimenez". The signature is written in a cursive style and is positioned over the name and title of the sender.

**Subject:** Supplemental Information for Board Consideration of the 2011-14 Collective Bargaining Agreement Between Miami-Dade County and the American Federation of State, County and Municipal Employees, General Employees, Local 199

It is recommended that the Board of County Commissioners (Board) consider incorporating on handwritten page 55, which is also page 46 of 68 in the collective bargaining agreement item, the changes reflected on the revised attached page.

In summary, the third paragraph under *Article 73 – Special Wage Provisions* should read "Either part shall have the right to re-open this Article to negotiate whether the reductions listed on Exhibit 2 will be continued in the third year or the Agreement (FY 2013-14) by scheduling negotiations beginning on June 4, 2013 and continuing through July 8, 2013." The change from the version currently before the Board simply change "these reductions" to "the reductions" and includes the reference to reductions listed in Exhibit 2. The change is meant to clarify that the reopening provision in this Article only applies to those pay supplements listed on Exhibit 2.

A handwritten signature in black ink, appearing to read "Deputy Mayor". The signature is written in a cursive style and is positioned above a horizontal line that serves as a separator between the signature and the title.

Deputy Mayor

determining vacation scheduling, shift assignments, overtime work assignments on a holiday, and training programs.

If requested by the Union, decisions and determinations made under this Article will be a proper subject for a consultation meeting between representatives of the Union, the affected department, and Miami-Dade County Labor Management.

#### **ARTICLE 73 SPECIAL WAGE PROVISIONS**

Upon the ratification of this agreement, all pay supplements listed on Exhibit 2 shall be suspended.

Full-time bargaining unit employees will be eligible to receive a \$50.00 biweekly pay supplement. Effective upon ratification of this Agreement, the \$50 biweekly pay supplement shall be suspended through September 30, 2014 and thereafter be reinstated. ~~The \$50 biweekly pay supplement will be restored one year after this Agreement is ratified prospectively only, subject to the reopener clause based on economic conditions provided by Article 74.~~

Either party shall have the right to re-open this Article to negotiate whether the ~~[[so]]~~ reductions >> listed on Exhibit 2 << will be continued in the third year of the Agreement (FY 2013-14) by scheduling negotiations beginning on June 4, 2013 and continuing through July 8, 2013. During this time period, the parties have the option to mediate the impasse using a mediator from an agreed upon panel of mediators, provided that such mediation option is initiated on or before June 10, 2013. The mediation will be non-binding and shall conclude no later than June 30, 2013. In the event that the parties are unable to reach an agreement beforehand, the dispute shall be submitted to the County Commission at the second regular meeting in July 2013 with the parties' mutual waiver of any right to a hearing before a Special Magistrate, for final resolution of the impasse in accordance with the requirements of State Law.

#### **ARTICLE 74 Hurricanes**

In case of a hurricane warning, consideration will be given to those employees (classifications required to work during the hurricane) to take steps to secure their families, homes and personal property in accordance with the Miami-Dade County Hurricane Preparedness Manual.

#### **ARTICLE 74 75 TERM OF AGREEMENT AND REOPENING**

The Collective Bargaining Agreement between Miami-Dade County and the American Federation of State, County and Municipal Employees, A.F.L.-C.I.O., Local 199 - General Employees, shall be effective October 1, ~~2008~~ 2011, and continue to September 30, 2014.