

# MEMORANDUM

Agenda Item No. 5(U)

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**TO:** Honorable Chairwoman Rebeca Sosa  
and Members, Board of County Commissioners

**DATE:** February 4, 2014

**FROM:** R. A. Cuevas, Jr.  
County Attorney

**SUBJECT:** Resolution approving and ratifying amendment of the Collective Bargaining Agreement between Miami-Dade County, the Public Health Trust and the Service Employees International Union (SEIU), Local 1991 – Registered Nurses

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The accompanying resolution was prepared and placed on the agenda at the request of Prime Sponsor Chairwoman Rebeca Sosa.



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R. A. Cuevas, Jr.  
County Attorney

RAC/jls



**MEMORANDUM**  
(Revised)

**TO:** Honorable Chairwoman Rebeca Sosa  
and Members, Board of County Commissioners

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County Attorney

**SUBJECT:** Agenda Item No. 5(U)

Please note any items checked.

- "3-Day Rule" for committees applicable if raised
- 6 weeks required between first reading and public hearing
- 4 weeks notification to municipal officials required prior to public hearing
- Decreases revenues or increases expenditures without balancing budget
- Budget required
- Statement of fiscal impact required
- Ordinance creating a new board requires detailed County Mayor's report for public hearing
- No committee review
- Applicable legislation requires more than a majority vote (i.e., 2/3's \_\_\_\_, 3/5's \_\_\_\_, unanimous \_\_\_\_) to approve
- Current information regarding funding source, index code and available balance, and available capacity (if debt is contemplated) required

Approved \_\_\_\_\_ Mayor  
Veto \_\_\_\_\_  
Override \_\_\_\_\_

Agenda Item No. 5(U)

2-4-14

RESOLUTION NO. \_\_\_\_\_

RESOLUTION APPROVING AND RATIFYING  
AMENDMENT OF THE COLLECTIVE BARGAINING  
AGREEMENT BETWEEN MIAMI-DADE COUNTY, THE  
PUBLIC HEALTH TRUST AND THE SERVICE EMPLOYEES  
INTERNATIONAL UNION (SEIU), LOCAL 1991 –  
REGISTERED NURSES

**WHEREAS**, the Public Health Trust (“PHT”) has declared impasse in negotiations regarding the employees five percent (5%) contribution to health care (hereinafter referred to as “Employee Contribution”); and

**WHEREAS**, this Board conducted public hearings and acted on January 16, 2014, to resolve such impasse; and

**WHEREAS**, The President and staff of the PHT have negotiated in good faith with representatives of SEIU, Local 1991 – Registered Nurses, which is the duly certified collective bargaining agent representing employees employed by the PHT; and

**WHEREAS**, in the event that this Board’s January 16, 2014, action resolving the impasse does not become effective, the parties agree to amend the 2011-2014 SEIU, Local 1991 Collective Bargaining Agreement for Registered Nurses by providing an immediate reduction of the Employee Contribution to two percent (2%), and refund the three percent (3%) difference to January 1, 2014 and close the reopener on merit and COLA for the 2013 -14 fiscal year; and

**WHEREAS**, the amendment further provides that the remaining two percent (2%) contribution by employees to health care will be eliminated on the first pay period after September 30, 2014; and

**WHEREAS**, the parties agree to use their best efforts to mutually agree upon the Select HMO insurance plan for the health plan year starting January 1, 2015 or other mutually agreed upon efficiency projects; and

**WHEREAS**, the tentative agreement entitled "In the Matter Of The Contract Reopeners Between SEIU Local 1991 and the Public Health Trust" dated January 21, 2014 that provides for the foregoing is attached hereto and made a part hereof; and

**WHEREAS**, on January 27, 2014, the Board of Trustees of the PHT adopted Resolution No. 01/14-004, to approve the agreement of the parties to resolve the collective bargaining reopeners and to amend the 2011-2014 SEIU Collective Bargaining Agreement,

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA**, that this Board approves and ratifies the Public Health Trust recommendations for resolving the collective bargaining reopeners for the reasons set forth hereinabove and in the attached Memorandum from the President and CEO of the Public Health Trust. Further, this Board approves and ratifies amending the Collective Bargaining Agreement by and among Miami-Dade County, and Public Health Trust, and the Service Employees International Union (SEIU), Local 1991 – Registered Nurses for the period of October 1, 2011 through September 30, 2014 as reflected in the attached tentative agreement.

The Prime Sponsor of the foregoing resolution is Chairwoman Rebeca Sosa. It was offered by Commissioner \_\_\_\_\_, who moved its adoption. The motion was seconded by Commissioner \_\_\_\_\_ and upon being put to a vote, the vote was as follows:

Rebeca Sosa, Chairwoman  
Lynda Bell, Vice Chair

Bruno A. Barreiro  
Jose "Pepe" Diaz  
Sally A. Heyman  
Jean Monestime  
Sen. Javier D. Souto  
Juan C. Zapata

Esteban L. Bovo, Jr.  
Audrey M. Edmonson  
Barbara J. Jordan  
Dennis C. Moss  
Xavier L. Suarez

The Chairperson thereupon declared the resolution duly passed and adopted this 4<sup>th</sup> day of February, 2014. This resolution shall become effective ten (10) days after the date of its adoption unless vetoed by the Mayor, and if vetoed, shall become effective only upon an override by this Board.

MIAMI-DADE COUNTY, FLORIDA  
BY ITS BOARD OF  
COUNTY COMMISSIONERS

HARVEY RUVIN, CLERK

By: \_\_\_\_\_  
Deputy Clerk

Approved by County Attorney as  
to form and legal sufficiency.

WXL

Eric A. Rodriguez



**TO:** Mojdeh L. Khaghan, Chairperson  
and Members, Fiscal Subcommittee

**FROM:** Carlos A. Migoya  
President & Chief Executive Officer

**DATE:** January 27, 2014

**RE:** Resolving Collective-Bargaining Impasse and Closing Contract Reopeners with SEIU Local 1991  
– Registered Nurses

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**Recommendation**

It is recommended that the Public Health Trust Board of Trustees (PHT) approve this resolution recommending that the Miami-Dade Board of County Commissioners (BCC) resolve the collective-bargaining impasse and close the contract reopeners for the merit salary increases and cost-of-living adjustment (COLA) between the PHT and the Service Employees International Union Local 1991 – Registered Nurse (SEIU), by approving and ratifying the following:

- Reducing the employees' contribution toward the cost of group health insurance from 5 percent to 2 percent of base wages, effective January 1, 2014, and refunding the 3 percent difference retroactive to that effective date; and
- Terminating the remaining 2 percent contribution, effective at the end of FY 2013-14 on September 30, 2014.

**Scope**

The impact of this agenda item affects all full-time and part-time employees of the Jackson Health System that are members of the SEIU Local 1991 – Registered Nurses bargaining unit.

**Fiscal Impact/Funding Source**

The fiscal impact of this concession for Service Employees International (SEIU) Local 1991 –Registered Nurses would be \$ 4,771,445 for FY 2013-2014. It would be funded from operating revenues as part of regular salary expenses. In no event would capital revenues – including proceeds from any general-obligation bond – be used to fund this contract amendment.

**Track Record/Monitor**

Monitoring of labor contracts is overseen by Maria Huot-Barrientos, Senior Vice President and Chief Human Resources Officer.

**Background**

On April 12th, 2012, the BCC ratified the successor 2011-2014 Collective Bargaining Agreement between the PHT and SEIU. The agreement provided for a 5 percent contribution of base wages toward the cost of group health insurance. The 2011-14 collective bargaining agreement also provided for the 5 percent contribution to terminate on January 1, 2014, but left the PHT the right to reopen the collective bargaining agreement, in advance, for the purposes of negotiating whether these reductions will be continued for the contract's final year. The agreement also provided for the right to reopen the agreement to negotiate merit and COLA increases to base salaries. The PHT requested to reopen both provisions of the contract and scheduled negotiation sessions with the union in those areas.

With good-faith negotiations unable to produce a mutual agreement, the parties declared impasse over the continuation of the healthcare contribution through the third year of the 2011-14 agreement. The Collective Bargaining Agreement stipulated a waiver of the special magistrate process that allowed for the dispute to be directly submitted to the BCC for resolution.

On December 5, 2013, the BCC voted to discontinue the contribution, but that vote was subsequently vetoed by the County Mayor. The veto was sustained despite a BCC attempt to overturn it, requiring the BCC to again take action to resolve the impasse.

On January 16, 2014, the BCC again voted to eliminate the contribution, and the County Mayor again vetoed the decision.

The parties scheduled a negotiation session to again attempt to resolve the impasse and close the reopeners by mutual agreement. Both sides determined that it is in the best interest of Jackson Health System to phase out the contribution. The tentative agreement recommended here would reduce the contribution from 5 percent to 2 percent effective January 1, 2014, with the 3 percent difference being refunded to employees retroactive to that effective date. The remaining 2 percent contribution would be eliminated at the end of FY 2013-14 on September 30, 2014.

The proposed agreement would also help Jackson continue to recruit and retain industry-leading healthcare professionals, especially in light of the fact that merit and COLA increases to base salary have been suspended for four years.

In light of the direct fiscal impact this would have on the PHT budgets for FY 2013-14 and beyond, the proposed agreement includes provisions for both parties to use their best efforts to increase enrollment in the Select HMO Plan offered to PHT employees, which represents cost savings. In addition, the parties agreed to collaborate on efficiency projects.

**Terms of Agreement**

This is a three year contract for the period of October 1, 2011 through September 30, 2014.

**Article XXXIV - Group Insurance**

- The five percent (5%) contribution towards health care would be immediately reduced to 2 percent, and the three percent (3%) difference would be refunded going back to January 1.
- On September 30, 2014, the remaining two percent (2%) employee contribution towards the cost of health care will be eliminated.

RESOLUTION NO. PHT 01/14 - 004

**RESOLUTION AMENDING THE 2011-2014 COLLECTIVE BARGAINING AGREEMENT AMONG MIAMI-DADE COUNTY, THE PUBLIC HEALTH TRUST AND THE SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 1991, - REGISTERED NURSES REGARDING THE FIVE PERCENT (5%) EMPLOYEE HEALTH CARE CONTRIBUTION**

*(Carlos A. Migoya, President and CEO Public Health Trust, Jackson Health System)*

WHEREAS, the President and staff of the Public Health Trust have negotiated in good faith with representatives of SEIU, Local 1991 – Registered Nurses, which is the duly certified collective bargaining agent representing employees employed by the Public Health Trust (hereinafter referred to as “PHT”); and

WHEREAS, PHT has declared impasse in negotiations regarding the employees five percent (5%) contribution to health care (hereinafter referred to as “Employee Contribution”); and

WHEREAS, the parties desire to amicably resolve the impasse and close the reopener on the Merit and COLA for 2013-2014 fiscal year

WHEREAS, the parties agree by amending the 2011-2014 SEIU, Local 1991 Collective Bargaining Agreement for Registered Nurses by providing an immediate reduction of the Employee Contribution to two percent (2%), and refund the three percent (3%) difference to January 1, 2014; and

WHEREAS, this amendment further provides that the remaining two percent (2%) contribution by employees to health care will be eliminated on the first pay period after September 30, 2014; and

WHEREAS, the parties agree to use their best efforts to mutually agree upon the Select HMO insurance plan for the health plan year starting January 1, 2015 or other mutually agreed upon efficiency projects

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**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE PUBLIC HEALTH TRUST OF MIAMI-DADE COUNTY, FLORIDA,** that this Board hereby accepts the Collective Bargaining Agreement amendment among Miami-Dade County, the Public Health Trust, and Service Employees International Union (SEIU), Local 1991- Registered Nurses for the period of October 1, 2011 through September 30, 2014 as reflected in the attached tentative agreements and hereby forwards the amendment to the collective bargaining agreement to the Miami-Dade County Commission for ratification and directs the President or his designee to take such action as necessary to seek such ratification

**Add-on Agenda Item 4  
Public Health Trust Board of Trustees  
January 27, 2014**

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The foregoing resolution was offered by Irene Lipof and the motion was seconded by Marcos J. Lapciuc as follows:

Joe Arriola	Aye
Michael Bileca	Aye
Mojdeh L. Khaghan	Aye
Marcos Jose Lapciuc	Aye
Irene Lipof	Aye
Darryl K. Sharpton	Aye

The Chairperson thereupon declared the resolution duly passed and adopted this 27<sup>th</sup> day of January 2014.

**PUBLIC HEALTH TRUST OF MIAMI-DADE COUNTY, FLORIDA**

BY: \_\_\_\_\_

*Irene Lipof*  
Irene Lipof, Secretary

Approved by the Miami-Dade County Attorney's Office as to form  
and legal sufficiency \_\_\_\_\_

IN THE MATTER OF THE CONTRACT REOPENERS BETWEEN SEIU LOCAL  
1991 AND THE PUBLIC HEALTH TRUST

WHEREAS, the parties are currently in re-opener negotiations regarding a COLA for FY 2013-2014, the restoration of step increases, and the continuation of the 5% health insurance contribution after January 1, 2014;

AND WHEREAS the parties wish to resolve these open items;

NOW THEREFORE, the parties agree as follows:

EMPLOYEE HEALTH INSURANCE CONTRIBUTION

In the event the Mayor vetoes the Miami-Dade County Commission's January 16, 2014, resolution of the impasse between SEIU Local 1991 and the PHT, and the Commission is unable to override the veto, then effective January 1, 2014, the SEIU bargaining unit members' contribution of five percent (5%) of base wages towards the cost of coverage for group health insurance as set forth in Article XXI (RN), Article XIX (Professionals) and Article XVIII (Attending Physicians) of the Collective Bargaining Agreements (CBAs), will be reduced to two percent (2%) of base wages. This two percent (2%) contribution of base wages towards the cost of coverage for group health insurance will be eliminated effective September 30, 2014. In recognition of the reinstatement of the remaining 2% healthcare contribution effective September 30, 2014, the parties agree to use their best efforts to mutually agree upon a Select Plan health insurance plan for the health plan year starting January 1, 2015, or other mutually agreed upon efficiency projects. SEIU bargaining unit members will not receive a cost of living adjustment (COLA) or merit increase for the 2013-2014 fiscal year.

In the event the Mayor does not veto the Miami-Dade County Commission's January 16, 2014 resolution of the impasse between SEIU Local 1991 and the PHT, or the Commission is able to override the veto, then this Agreement shall be null and void and of no effect.

*MS  
1/21/14*      *mbk  
1/21/14*

Furthermore, in the event the action of the Mayor in vetoing the Commission's resolution of any of the impasses between the County or PFT and any labor organization regarding the continuation of the 5% base wage contribution toward group health insurance is determined to be unlawful by PERC or any court of competent jurisdiction, then this Agreement shall be null and void and SEIU bargaining unit members shall be entitled to the reinstatement of the full 5% health care contribution retroactively to January 1, 2014.

Service Employees International Union,  
Local 1991

By: *M. L. Berber*  
For SEIU Local 1991

Date: 1-21-14

Public Health Trust/Miami-Dade County

By: *Mark F. Kuehn*  
For the PFT

Date: 1/28/14