

# MEMORANDUM

Agenda Item No. 9(A)(4)

**TO:** Honorable Chairman Jean Monestime  
and Members, Board of County Commissioners

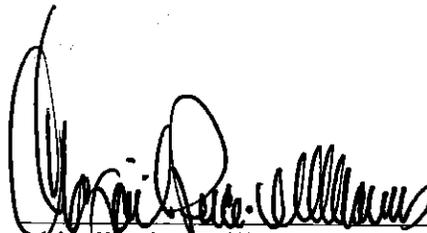
**DATE:** June 7, 2016

**FROM:** Abigail Price-Williams  
County Attorney

**SUBJECT:** Resolution approving and  
ratifying Addendum 4 – Article  
64 Leave with Pay to the 2014-  
2017 Collective Bargaining  
Agreement between Miami-Dade  
County and the American  
Federation of State, County and  
Municipal Employees  
(AFSCME), A.F.L.-C.I.O.,  
Aviation Employees, Local 1542;  
authorizing the County Mayor to  
execute the agreement; waiving  
Resolution No. R-130-06

Resolution No. R-492-16

The accompanying resolution was prepared by the Human Resource Department and placed on the agenda at the request of Prime Sponsor Commissioner Juan C. Zapata.

  
\_\_\_\_\_  
Abigail Price-Williams  
County Attorney

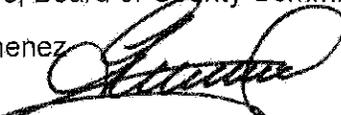
APW/cp

# Memorandum



**Date:** June 7, 2016

**To:** Honorable Chairman Jean Monestime  
and Members, Board of County Commissioners

**From:** Carlos A. Gimenez  
Mayor 

**Subject:** Approval of Addendum 4 - Article 64 Paid Parental Leave of the 2014-2017 Collective Bargaining Agreement Between Miami-Dade County and the American Federation of State, County and Municipal Employees, A.F.L.-C.I.O., Local 1542 Miami-Dade County Aviation Department Employees

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## Recommendation

It is recommended that the Board of County Commissioners (Board) approve and ratify the attached Addendum 4 – Article 64 Paid Parental Leave (Addendum) to the 2014-2017 Collective Bargaining Agreement (Agreement) between Miami-Dade County and the American Federation of State County and Municipal Employees, A.F.L.-C.I.O., Local 1542, Miami-Dade County Aviation Department Employees (Union).

The County Mayor is further authorized to effectuate this Resolution by approving and filing this Resolution with the Clerk of the Board. This authorization is necessary to allow this Article to be in effect prior to the preparation of the FY 2016-17 proposed budgets.

## Scope

The impact of this agenda item is countywide.

## Fiscal Impact/Funding Source

As reported to the Board at the time the Paid Parental Leave policy was adopted, many employees currently take leave following a birth, adoption, or foster placement of a child. This leave is part of the historical leave usage that is taken into account as part of the annual budget development process. All County employees are budgeted for 2,080 hours for employees with a 40-hour work week and 2,496 hours for employees with a 48-hour work week. In other words, whether the employee works or utilizes accrued leave, the funding to pay that employee's annual salary is included in the budget. In addition, there are certain County operations, such as Transportation and Public Works, Police, Fire, and Public Health Trust services, that already budget a relief factor (additional positions which vary by service) to take into account both anticipated and unanticipated leave usage that occur during the year to ensure County services are not interrupted. In some instances, unanticipated leave may require backfill with overtime if the relief factor is not sufficient and work cannot be distributed amongst existing staff.

Without knowing if this policy will significantly change leave usage and ultimately the accumulation of leave prior to separation, it is unknown whether costs will increase in the fiscal period following implementation or even in the near future. Therefore, while allowing employees to benefit from paid parental leave may have a fiscal impact to the County, it is difficult to determine the extent of such impact at this time.

## Track Record/Monitor

The Director of Labor Relations in the Human Resources Department, Tyrone W. Williams, monitors and oversees the administration of this collective bargaining agreement.

**Background**

On February 02, 2016, the Board adopted a "Paid Parental Leave" Ordinance granting six (6) weeks of partial paid leave for qualifying Miami-Dade County employees. The ordinance specifically requires that Paid Parental Leave be expressly contained within an employee's Collective Bargaining Agreement in order for the employee to receive the benefit. Miami-Dade County requested to reopen the Collective Bargaining Agreement between Miami-Dade County and AFSCME Local 1542 Miami-Dade County Aviation Department Employees for the limited purpose of adding Addendum 4 – Article 64 to include Paid Parental Leave in accordance with the Miami-Dade County Ordinance No. 16-20. The County and the Union held a negotiation session on February 25, 2016, whereby the County and the Union tentatively agreed to the County's proposed addition of Addendum 4 - Article 64 Paid Parental Leave. This Addendum was ratified by the Union membership on March 24, 2016.

**Article for Ratification**

Addendum 4 - Article 64 Paid Parental Leave

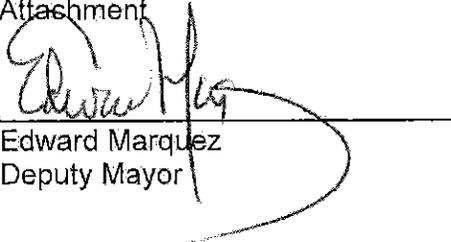
Paid Parental Leave shall be authorized in accordance with Miami-Dade Ordinance No. 16-20 to care for a newborn, newly-adopted child, or newly-placed foster child or children. Eligible employees will be provided up to six (6) weeks of paid leave at 100 percent of base wages for the first two (2) weeks, 75 percent of base wages for the following two (2) weeks, and 50 percent of base wages for the remaining two (2) weeks.

This Article is subject to any modifications by the Board of County Commissioners to Ordinance 16-20, in accordance with Article X of Chapter 11A.

**Waiver of Signed Contract Requirement of Resolution R-130-06**

The requirements of Resolution R-130-06, that any contract between the County and third parties be executed and finalized prior to their placement on a committee agenda, may be waived by the Board of County Commissioners upon recommendation by the County Mayor. The Mayor recommends that these requirements be waived for this Addendum because, under state law, a collective bargaining agreement is not binding on the public employer until it is ratified by the legislative body of the public employer and the bargaining unit. The bargaining unit has already ratified this Addendum of the Agreement. The Board's ratification is needed for this amendment to the Agreement to be binding. Since this Addendum will be not binding until it is ratified by the Board, this Addendum will be executed by the parties, subsequent to the Board's approval. Therefore, it is in the best interest of the County to waive the requirements of R-130-06.

Attachment



Edward Marquez  
Deputy Mayor

**ADDENDUM 4**

**ARTICLE 64 – PAID PARENTAL LEAVE**

Paid Parental Leave shall be authorized in accordance with Miami-Dade Ordinance No. 16-20 to care for a newborn, newly-adopted child, or newly-placed foster child or children. Eligible employees will be provided up to six (6) weeks of paid leave at 100 percent of base wages for the first two (2) weeks, 75 percent of base wages for the following two (2) weeks, and 50 percent of base wages for the remaining two (2) weeks.

This Article is subject to any modifications by the Board of County Commissioners to Ordinance 16-20, in accordance with Article X of Chapter 11A.

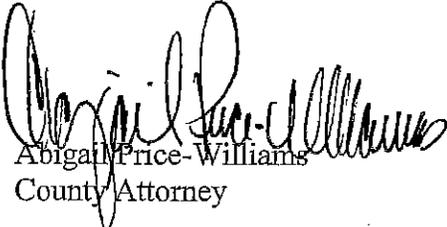


# MEMORANDUM

(Revised)

**TO:** Honorable Chairman Jean Monestime  
and Members, Board of County Commissioners

**DATE:** June 7, 2016

**FROM:**   
Abigail Price-Williams  
County Attorney

**SUBJECT:** Agenda Item No. 9(A)(4)

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
- Statement of social equity 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. 9(A)(4)  
6-7-16

RESOLUTION NO. R-492-16

RESOLUTION APPROVING AND RATIFYING ADDENDUM 4 – ARTICLE 64 LEAVE WITH PAY TO THE 2014-2017 COLLECTIVE BARGAINING AGREEMENT BETWEEN MIAMI-DADE COUNTY AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME), A.F.L.-C.I.O, AVIATION EMPLOYEES, LOCAL 1542; AUTHORIZING THE COUNTY MAYOR TO EXECUTE THE AGREEMENT; WAIVING RESOLUTION NO. R-130-06

**WHEREAS**, this Board desires to accomplish the purposes outlined in the accompanying memorandum, a copy of which is incorporated herein by reference,

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA**, that this Board approves and ratifies Addendum 4 – Article 64 Paid Parental Leave to the 2014-2017 Collective Bargaining Agreement between Miami-Dade County, and the American Federation of State, County and Municipal Employees (AFSCME), A.F.L.-C.I.O., Local 1542, Aviation Employees in substantially the form attached to the Mayor’s memorandum and authorizes the County Mayor to execute same. The provisions of Resolution No. R-130-06 requiring that any contracts of the County with third parties be executed and finalized prior to their placement on the committee agenda are waived at the request of the County Mayor for the reasons set forth in the County Mayor’s Memorandum.

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The foregoing resolution was offered by Commissioner **Esteban L. Bovo, Jr.** who moved its adoption. The motion was seconded by Commissioner **Rebeca Sosa** and upon being put to a vote, the vote was as follows:

	Jean Monestime, Chairman	<b>aye</b>	
	Esteban L. Bovo, Jr., Vice Chairman	<b>aye</b>	
Bruno A. Barreiro	<b>aye</b>	Daniella Levine Cava	<b>aye</b>
Jose "Pepe" Diaz	<b>aye</b>	Audrey M. Edmonson	<b>aye</b>
Sally A. Heyman	<b>aye</b>	Barbara J. Jordan	<b>aye</b>
Dennis C. Moss	<b>aye</b>	Rebeca Sosa	<b>aye</b>
Sen. Javier D. Souto	<b>aye</b>	Xavier L. Suarez	<b>aye</b>
Juan C. Zapata	<b>aye</b>		

The Chairperson thereupon declared the resolution duly passed and adopted this 7<sup>th</sup> day of June, 2016. This resolution shall become effective upon the earlier of (1) 10 days after the date of its adoption unless vetoed by the County Mayor, and if vetoed, shall become effective only upon an override by this Board, or (2) approval by the County Mayor of this Resolution and the filing of this approval with the Clerk of the Board.

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

HARVEY RUVIN, CLERK



By: **Christopher Agrippa**  
Deputy Clerk

Approved by County Attorney as  
to form and legal sufficiency.

Eric A. Rodriguez