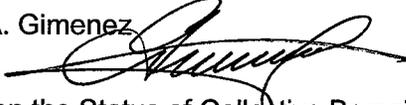


Memorandum



Date: December 23, 2011

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

From: Carlos A. Gimenez
Mayor 

Subject: Update on the Status of Collective Bargaining Negotiations

This is to inform the Board of County Commissioners (Board) that the County has reached tentative agreements with the following unions: Transport Workers Union (TWU), Local 291; American Federation of State, County and Municipal Employees (AFSCME) Local 3292, Solid Waste Employees; AFSCME Local 121, Water and Sewer Employees; and AFSCME Local 199, General Employees. As the Board is aware, a previous vote by the General Employees, Local 199 membership failed to ratify the original proposed contract and the County declared impasse. However, we have been successful in negotiating a new contract with General Employees, Local 199 and such contract will be presented to the members for ratification. The following is a tentative schedule for the members' contract ratification vote:

- TWU, Local 291: January 4, 2012;
- Solid Waste Employees, Local 3292: January 6, 2012;
- Water and Sewer Employees, Local 121: January 9, 2012; and
- General Employees, Local 199: January 13, 2012.

The County and the four unions are at impasse regarding the issue of an additional five percent employee contribution of base wages towards the cost of health care. In each instance, an agreement has been reached with the unions to waive a hearing before a Special Magistrate and bring the matter to the Board for resolution of the impasse. The County and the four unions have agreed to waive the insulated period during this impasse period, thereby permitting communication between the parties and the Board on the impasse item.

If the TWU collective bargaining agreement is approved by the membership on January 4, 2012, a request will be made to place the TWU collective bargaining agreement and the accompanying impasse item on the January 5, 2012 meeting agenda for Board action.

We anticipate requesting a special meeting following the January 13, 2012, ratification vote by AFSCME Local 199 to provide the Board with an opportunity to ratify the Solid Waste, General Employees and Water and Sewer collective bargaining agreements and hear the accompanying impasse items pertaining to the additional five percent health care contribution. Upon successful ratification of the contracts, the contract terms would be implemented in the pay period commencing January 23, 2012.

I want to thank the Board for their support on this very important issue, and wish you a happy and safe holiday season.

If you have any questions or concerns, please feel free to contact me directly.

c: R.A. Cuevas, Jr., County Attorney
Office of the Mayor Senior Staff
Jennifer Moon, Director, Office of Management and Budget
Lester Sola, Director, Internal Services Department