Memorandum

MIAMI-DADE COUNTY

Date: May 28, 2014

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

From: Carlos A. Gimenez
Mayor

Subject: Status of Labor Negotiations for Collective Bargaining Agreements 2014-2017 - May 2014

This memorandum serves as part of my continued efforts to keep the Board of County Commissioners (Board) updated on the status of labor negotiations with each of our unions. As of today's date, the County has held its first negotiation sessions with the following unions:

1. Government Supervisors Association of Florida, OPEIU Local 100 Supervisory/Professional Employees (GSAF) on Wednesday May 14, 2014;
2. American Federation of State, County and Municipal Employees, Solid Waste Employees, Local (AFSCME 3292) on May 21, 2014; and
3. American Federation of State, County and Municipal Employees, Aviation Employees, Local 1542 (AFSCME 1542) on May 22, 2013.

The three unions respectfully advised at their respective negotiation session that they had no proposals to present to the County and were attending the session to receive the County's proposals. As such, Mr. Tyrone W. Williams, Esq., Division Director and Lead Negotiator, advised each union at their respective negotiation session of my two overriding principals, as I enter into labor negotiations for the successor agreements: I will present a proposed budget that is balanced, and I will not be recommending an increase to the operating millage rates.

The County presented the following proposals to the three unions:

- Elimination of all October 1, 2014 snapbacks (Premium Pay, Flex Benefits, Holiday Premium Pay);
- Elimination of Longevity Bonus Awards;
- Elimination of Pay Supplements;
- Alterations to Permissive Rights;
- A ten percent (10%) reduction in base pay;
- Reduction of Full-Time Releases to only the Union President;
- Specific Departmental provisions for the Collective Bargaining Agreement;
- Elimination of the Floating Holiday(s);
- Reduction of new hire in hiring rates;
- Reduction in separation payouts for new hires;
- Pay Plan restructuring (merits and cost of living adjustments); and
- Open pay ranges.

The representatives of the three unions advised that they would review the proposals and provide responses and/or counter proposals within a few weeks. The County requested second negotiation sessions with each respective union as soon as practicable.

It is important to note that at the onset of each negotiation session, the County presented an update of the budget gap projected for Fiscal Year 2014-15. The County further advised the unions that our proposals incorporated the Board's directives from the following resolutions:

- R-569-11, which directed the Mayor to review the annual report of the Compensation and Benefits Review Committee;

- R-754-13, which directed the Mayor to address in future bargaining negotiations the use of paid union representatives; and
- R-815-13 and R-816-13, which directed the Mayor to negotiate the recommendations of the Ad Hoc Compensation and Benefits Review Committee.

With respect to the remaining unions, below is a brief summary of the scheduled negotiations and/or pending responses.

Metro-Dade Firefighters IAFF Local 1403
The first negotiation session is scheduled for Monday, June 9, 2014, at 1:30 p.m., in the Stephen P. Clark Center (SPCC).

Dade County Police Benevolent Association Rank & File/Supervisory
The first negotiation session is scheduled for Monday, June 23, 2014 at 10:00 a.m., at the Dade County Police Benevolent Association Hall.

Transport Workers Union Local 291

- On March 7, 2014, the County sent formal correspondence to the Transport Workers Union (TWU) requesting to enter into negotiation for a successor agreement to the current collective bargaining agreement for the period of October 1, 2014 through September 30, 2017 and requested to have the first negotiation session in March 2014.
- On May 9, 2014, the County forwarded a second correspondence to TWU requesting to enter into contractual negotiations and proposed dates for the first negotiation session.
- As of today's date, the County has not received any response from TWU as to its request to meet.

American Federation of State, County and Municipal Employees, Local 121 (Water and Sewer)

- On March 7, 2014, the County sent formal correspondence to AFSCME 121 requesting to enter into negotiation for a successor agreement to the current collective bargaining agreement for the period of October 1, 2014 through September 30, 2017 and requested to have the first negotiation session in March 2014.
- On May 9, 2014, the County forwarded a second correspondence to AFSCME 121 requesting to enter into contractual negotiations and proposed dates for the first negotiation session.
- As of today's date, the County has not received any response from AFSCME 121 as to its request to meet.

It is my intent to provide you updates as to the status of labor negotiations. Should you have any questions, please contact Deputy Mayor Edward Marquez at 305-375-1451.

c: Robert A. Cuevas, Jr., County Attorney
Office of the Mayor Senior Staff
Arleene Cuellar, Director, Human Resources
Jennifer Moon, Director, Office of Management and Budget
Tyrone W. Williams, Esq., Director, Labor Relations Division, Human Resources
Charles Anderson, Commission Auditor
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