Memorandum

MIAMI-DADE COUNTY

Date: June 6, 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 - Week of June 2, 2014

This memorandum serves as part of my continued efforts to keep the Board of County Commissioners (Board) informed as to the status of labor negotiations. Below is a list of the past/upcoming negotiation sessions:

- American Federation of State, County and Municipal Employees (AFSCME), Local 199's first negotiation session was held on Monday, June 2, 2014, at 1:30 pm in the Stephen P. Clark Center. AFSCME, Local 199 did not provide Miami-Dade County any specific proposals, but submitted a policy statement (see Attachment).

- Dade County Police Benevolent Association Rank and File, and Dade County Police Benevolent Association DCPBA Supervisory have their first negotiation session scheduled for Monday, June 23, 2014, at 10:00 am in the Dade County Police Benevolent Association Hall.

- AFSCME, Local 121's (Water and Sewer) first negotiation session is scheduled for Tuesday, June 24, 2014, at 10:00 am in the Stephen P. Clark Center.

- Transport Workers Union, Local 291 first negotiation session is scheduled for Friday, June 27, 2014, at 10:00 am in the Stephen P. Clark Center.

- AFSCME, Local 1542's (Aviation Employees) second negotiation session is scheduled for Monday, June 30, 2014, at 1:30 pm in the Stephen P. Clark Center.

On June 3, 2014, Miami-Dade County forwarded correspondence to the Government Supervisors Association of Florida (GSAF), OPEIU Local 100 (Supervisory/Professional Employees) requesting a second negotiation session.

It is my intent to regularly 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
Christopher Agrippa, Clerk of the Board

Date: June 2, 2014

To: Mayor Carlos A. Gimenez, Honorable Chairwoman Rebecca Sosa and Members, the Board of County Commissioners

From: The AFSCME Local 199 Contract Committee

Subject: AFSCME Local 199 Guiding Principles on the Upcoming Labor Negotiations for the 2014-2017 Collective Bargaining Agreement

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We, the Contract Committee members of American Federation of State, County and Municipal Employees Local 199, (hereinafter AFSCME Local 199) hereby submit the following memorandum as part of our efforts to work with Miami-Dade County to produce a Collective Bargaining Agreement (CBA) which includes fair compensation, respect and dignity for those who provide vital public serves to the citizens of Miami-Dade.

AFSCME Local 199, in response to Mayor Gimenez's memorandum dated May 28, 2014 on the *Status of Labor Negotiations for Collective Bargaining Agreements*, request Mayor Gimenez reconsider his stated budget principles and enter the upcoming contract negotiations with all budget options available. We also request that all budgetary considerations be based on objective economic analysis and not political ideology. As taxpayers who also have the honor of providing vital services to the communities we serve, we are on the front lines to witness how those services enrich the lives of all our citizens.

AFSCME Local 199 has met the previous budget challenges of Miami-Dade County head-on. And in the ripple effect of the worst economic downturn since the Great Depression, the employees of this County made significant sacrifices, which in many cases, has resulted in serious economic hardship. As Miami-Dade County's economy has stabilized, the members of Local 199 will not accept any current budget shortfall created by policy decisions which will solely fall onto the backs of those who live in and work for the county. The Local does, however, stand committed to finding smart cost-saving solutions, including:

- the competitive bid process for health insurance companies;
- a thorough review and elimination of subsidies to very profitable corporations that do not need them;
- the elimination of overpriced consultants; and
- the implementation of measures to prevent the hiring of costly outside vendors on questionable projects.

It is our position that these upcoming negotiations bring about the full restoration of the previous economic sacrifices from the existing contract and that the contract stipulates fair and equitable

compensation to reflect the growing cost-of-living in the Miami-Dade area. Further, we expect that our union, and our given right of freedom of association, be both respected throughout this negotiation and throughout the duration of our future contracts.

Over the last few years, a lot has been demanded from the public service workers of Miami-Dade County. To ensure that high-quality public service is maintained, the County must not denigrate and demoralize those who have answered the call of public service. It is our desire that the continued ongoing efforts during these upcoming negotiations are based on the premise of respect, and not the demonization of those who serve the County with dignity and pride every day.

Thank you in advance for your consideration of our views. We look forward to a productive and fruitful negotiation process which will benefit both our membership and our fellow citizens of this great County.

Sincerely,

The members of the AFSCME Local 199 Contract Committee, Miami-Dade