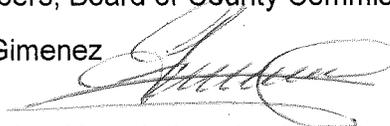


Memorandum



Date: September 25, 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 –
September 2014

This memorandum is part of my continued efforts to keep the Board of County Commissioners (Board) informed as to the status of labor negotiations with each of our respective unions.

As you are aware, the County has reached tentative agreements with five out of our ten bargaining units. Those unions for which the County has reached a tentative agreement include:

- American Federation of State, County and Municipal Employees (AFSCME), General Employees, Local 199;
- AFSCME, Solid Waste Employees, Local 3292;
- AFSCME AFL-CIO, Miami-Dade County Aviation Department Employees, Local 1542;
- General Supervisors Association of Florida, OPEIU, Local 100 (GSAF) Supervisory Employees Unit; and
- GSAF Professional Employees Unit.

Below is a chronology of events and the current status of negotiations for each of the unsettled unions as of today.

AFSCME, Local 121 (Water and Sewer)

- On March 7, 2014, the County sent formal correspondence to AFSCME, Local 121 requesting to enter into negotiations for a successor agreement to the current collective bargaining agreement. The correspondence requested to have the first negotiation session in March 2014.
- On May 9, 2014, the County forwarded a second correspondence to AFSCME, Local 121 requesting to enter into contractual negotiations and proposed dates for the first negotiation session.
- The first negotiation session was held on June 24, 2014 at the Stephen P. Clark Center (SPCC). AFSCME, Local 121 did not present any contractual proposals to the County.
- On July 18, 2014, after the setting of the millage rate by the Board, I sent correspondence requesting to resume negotiations.
- On July 25, 2014, the County sent formal correspondence to AFSCME, Local 121 advising that the County was no longer proposing a ten percent base pay reduction for members and requested the continuation of the 2011-2014 snap backs.
- On September 12, 2014, the County sent the current contractual proposal to AFSCME, Local 121, which included the restoration of all snap backs in the 2011 – 2014 collective bargaining agreement, a proposal for health plan redesign, a cost of living adjustment in FY 2016-17 should established targets for ad valorem revenue growth be met, and similar proposals accepted by AFSCME, Solid Waste Employees, Local 3292 and AFSCME, Miami-Dade County Aviation Department Employees, Local 1542.
- As of today's date, the County has not received any contractual proposals from AFSCME, Local 121. A second negotiation session is scheduled for Monday, September 29, 2014 at SPCC.

Various outstanding issues include, but are not limited to:

- o *Health plan redesign;*
- o *Gainsharing Memorandum of Understanding;*
- o *Employee initiated internal department transfers; and*
- o *Full-Time releases and a bank of service hours for union activity.*

Internal Association of Fire Fighter, Local 1403 (Fire)

- On March 25, 2014, the Dade County sent correspondence to the Internal Association of Fire Fighters, Local 1403 (IAFF) with proposed mid-April dates and requested that if the proposed dates were unacceptable, alternative dates be provided.
- On May 9, 2014, the County forwarded a third correspondence to IAFF requesting dates for the first negotiation session.
- On May 12, 2014, IAFF forwarded an email to the County proposing dates for negotiation sessions for a successor agreement.
- The first negotiation session was held on June 9, 2014 at the SPCC. IAFF did not present any contractual proposals to the County.
- On July 18, 2014, after the setting of the millage rate by the Board, I sent correspondence requesting to resume negotiations.
- On July 25, 2014, the County sent formal correspondence to IAFF advising that the County was no longer proposing a ten percent base pay reduction for members and requested the continuation of the holiday pay premium concession.
- The second negotiation session was held on August 13, 2014 at the Union Hall. IAFF did not present any contract proposals to the County. However, at this negotiation session, the County advised that a more streamlined proposal would be presented at the next session.
- On September 11, 2014, the County sent an updated contractual proposal to IAFF, which included restoring the snap back and a cost of living adjustment in FY 2016-17 should established targets for the Fire Rescue District ad valorem revenue growth be met. The County also requested dates for a third negotiation session.
- As of today's date, a third negotiation session has not been scheduled nor has the County received any contractual proposals from IAFF.

Various outstanding issues include, but are not limited to:

- o *Maximum number of leave days per shift (formerly called battalion days);*
- o *Apparatus staffing levels;*
- o *Random drug and alcohol testing;*
- o *Temporary restricted duty procedures for service connected and non-service connected injury/illness;*
- o *Overpayment provisions;*
- o *Retiree Insurance Payment (\$350,000);*
- o *Full-Time releases and a bank of service hours for union activity; and*
- o *Discussion regarding supplements which apply to all employees in a classification.*

Dade County Police Benevolent Association Rank & File and Supervisory Units

- On February 28, 2014, the County sent formal correspondence to the Dade County Police Benevolent Association Rank and File Unit and the Supervisory Unit (collectively, the PBA) requesting to enter into negotiations for a successor agreement to the current collective bargaining agreement. The correspondence requested to have the first negotiation session on March 25, 2014.
- On March 5, 2014, the PBA rejected the proposed date of March 25, 2014 via correspondence and advised that it was not in a position to meet and/or provide any proposals at that time and further requested the County to forward any of its contract proposals.

- On May 9, 2014, the County sent correspondence to the PBA requesting dates for the first negotiation session and advised that the County would provide its contractual proposals at the first negotiation session.
- The first negotiation session was scheduled for June 23, 2014, at the PBA Hall. The PBA refused to negotiate with the County's representative alleging a conflict of interest. The County's proposals were provided to the PBA and no contract proposals were presented to the County by the PBA.
- On July 18, 2014, after the setting of the millage rate by the Board, I sent correspondence requesting to resume negotiations.
- On July 25, 2014, the County sent formal correspondence to the PBA with the County's updated contractual proposals, which no longer included a ten percent base pay reduction for members and requested the continuation of the 2011-14 snap backs.
- On August 19, 2014, the County sent correspondence to the PBA designating Arleene Cuellar, Human Resources Director, to serve as the lead negotiator for the PBA's 2014-2017 successor agreements.
- On August 22, 2014, the County sent formal correspondence to the PBA requesting to resume contract negotiations and provide proposals prior to meeting.
- On September 11, 2014, the County sent correspondence to the PBA accepting their proposed negotiation session date of October 17, 2014, and additionally requested a session date prior to the PBA's proposed date to review healthcare redesign. Proposals from the union were also requested.
- On September 15, 2014, the PBA sent a letter to the County confirming the October 17, 2014 negotiation session and requested information on healthcare redesign.
- As of today's date, Miami-Dade County has not received any contractual proposals from the PBA.

Various outstanding issues include, but are not limited to:

- *Health plan redesign;*
- *Annual bid for Correctional Officers;*
- *Overpayment provisions;*
- *Retiree Insurance Payment (\$350,000);*
- *Full-Time releases and a bank of service hours for union activity; and*
- *Discussion regarding supplements which apply to all employees in a classification.*

Transport Workers Union, Local 291

- On March 7, 2014, the County sent formal correspondence to Transport Workers Union, Local 291 (TWU) requesting to enter into negotiation for a successor agreement to the current collective bargaining agreement. The correspondence requested to have the first negotiation session in March 2014.
- On May 9, 2014 Miami-Dade County forwarded a second correspondence to TWU requesting to enter into contractual negotiations and proposed dates for the first negotiation session.
- The First negotiation session was held on Friday June 27, 2014 at the SPCC. TWU alleged the County had violated the "Evergreen Provision" of the collective bargaining agreement. TWU did not present any contract proposals to the County.
- On July 18, 2014, after the setting of the millage rate by the Board, I sent correspondence requesting to resume negotiations.
- On July 25, 2014, the County sent formal correspondence to TWU with the County's updated contractual proposals advising that the County was no longer proposing a ten percent base pay reduction for members and was only proposing the continuation of the 2012-2014 snap backs and specific issues related to the TWU agreement.
- The second negotiation session was held on August 25, 2014 at the SPCC. During the negotiation session, the County advised TWU of the updated contractual proposals to include the restoration of the 2011-2014 snapbacks and health plan redesign.

- On September 15, 2014, the County sent formal correspondence to TWU requesting a third negotiation session.
- The third negotiation session is scheduled for Wednesday, October 22, 2014, at the SPCC.

Various outstanding issues include, but are not limited to:

- *Health plan redesign;*
- *Eliminate daily overtime and replace with overtime in excess of forty hours per week;*
- *Eliminate overtime pay when leave is used - Employee shall be entitled to eight hours pay (full-time) or four hour pay (part-time) for sick, annual (or other leave types) and will not be entitled to run pay;*
- *Miami-Dade Transit Department shall determine the number of part-time employees based on service needs (includes bus, rail, facilities maintenance and revenue);*
- *Reduce full-time releases to the Union President and Vice President;*
- *Open assignments may be offered to regular operators as determined by management in addition to their regular run selection; and*
- *Rail Addendum - Maintenance employees will operate trains in the yard as required.*

Please do not hesitate to contact Deputy Mayor Edward Marquez at (305) 375-1451 with any questions or concerns.

c: Robert A. Cuevas, Jr., County Attorney
Office of the Mayor Senior Staff
Department Directors
Tyrone W. Williams, Esq. Labor Relations Director
Charles Anderson, Commission Auditor