

Memorandum



Date: November 21, 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 FY 2014-17 and
Healthcare Redesign Options – Week of November 17, 2014

As you know, we have ratified labor agreements with the AFSCME 199 (General), AFSCME 3292 (Solid Waste), AFSCME 1542 (Aviation) and GSAF (Professional and Supervisory) unions. These unions now have the benefit of a redesigned health plan (which includes the "Select Option") which offers an option for single coverage at zero cost and lower dependent premiums.

We have recently completed Phase 1 of Open Enrollment where approximately 16,000 employees had the opportunity to make their healthcare selections for calendar year 2015. I am proud to announce that our employees have overwhelmingly accepted the healthcare redesign and more specifically the Select Option.

Please be advised that to date, notwithstanding ongoing negotiations, we have not been able to reach agreements with the IAFF (Fire), Police Benevolent Association (PBA), Transport Workers Union (TWU) and AFSCME 121 (Water and Sewer) labor unions on successor collective bargaining agreements.

Since the Select Option is truly beneficial to our employees, I have instructed Arlene Cuellar, our Human Resources Director, to offer to the PBA, TWU and Water and Sewer union leaderships the opportunity to have their members participate in the redesigned health plan even though we have not yet concluded our labor negotiations with these unions (IAFF has its own healthcare plan). Our communications to these unions are attached.

Pursuant to your request, I will keep you abreast of our continued efforts with regard to the status of labor negotiations. Should you have any questions, please feel free to contact Mr. Edward Marquez at 305-375-1451.

Attachments

c: R.A. Cuevas, Jr., County Attorney
Office of the Mayor Senior Staff
Department Directors
Charles Anderson, Commission Auditor



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Director's Office
111 NW 1 Street • Suite 2110
Miami, Florida 33128
T 305-375-1589 F 305-375-2459

November 21, 2014

John Rivera, President
Dade County Police Benevolent Association
10680 NW 25 Street
Miami, FL 33172

RE: Open Enrollment for Calendar Year 2015 - Healthcare Redesign

Dear Mr. Rivera:

As a follow-up to my November 12, 2014 letter to you regarding Open Enrollment for Calendar Year 2015, it is now apparent that we will not be able to reach a tentative agreement with the successor contracts at this time. I am hopeful that our continued efforts will get us there soon.

I would like to extend the opportunity for your members to participate in the County's Healthcare Redesign for calendar year 2015 that includes the Select Network option. The Healthcare Redesign offers employees an opportunity to receive excellent benefits at lower dependent premium rates and offers employees with single coverage an option which maintains their premium contribution at zero. For employees who change from the current High HMO to the Select Network, it provides an average of 20 percent savings to employees. We have successfully completed Phase 1 of Open Enrollment which included almost 16,000 employees and we have seen where the Select Network option has been overwhelmingly well received by our employees.

Please let me know your decision to participate in the Healthcare Redesign and if interested, we can enter into a Memorandum of Understanding to effectuate this option. Additionally, in order to prepare for Open Enrollment to start on November 24, 2014 with the appropriate options in place, please kindly respond in writing (email is fine at arleene.cuellar@miamidade.gov) to this offer no later than Sunday, November 23, 2014 at noon. If you wish to delay Open Enrollment even further to allow additional time for consideration of your options, we will be able to accommodate such a request for a limited period with the understanding that the end date of Open Enrollment must be December 4, 2014. Since we are nearing the December 4th deadline, the sooner we commence Open Enrollment the more days your members will have to make their selections. As previously stated, this end date will ensure that we provide the necessary information to our various vendors and they in turn prepare the necessary identification cards for our employees.

If I do not hear from you by noon on Sunday November 23rd, Open Enrollment for your members will begin on Monday November 24, 2014 as planned and they will be offered the same three plan options in existence today as outlined in my November 12, 2014 letter.

Should you have any questions please do not hesitate to contact me at 786-606-9634. I look forward to hearing from you.

Sincerely,

A handwritten signature in black ink, appearing to read "Arleene Cuellar". The signature is fluid and cursive, with a long horizontal stroke at the end.

Arleene Cuellar, Director
Human Resources

- c: Alex Ferro, Chief of Staff
Russell Benford, Deputy Mayor
Edward Marquez, Deputy Mayor
Robert A. Cuevas, Jr., County Attorney
William Candela, Assistant County Attorney
Joseph Centorino, Executive Director, Commission on Ethics & Public Trust
J.D. Patterson, Jr., Director, Miami-Dade Police Department
Marydell Guevara, Director, Miami-Dade Corrections and Rehabilitation
Alex Munoz, Director, Animal Services
Blanca Greenwood, Esq.
Andrew Axelrad, Esq.



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November 21, 2014

Mr. Emilio Azoy, President
AFSCME Local 121.
4349 NW 36 Street, Suite 101
Miami Springs, FL 33166

RE: Open Enrollment for Calendar Year 2015 - Healthcare Redesign

Dear Mr. Azoy:

As a follow-up to my November 12, 2014 letter to you regarding Open Enrollment for Calendar Year 2015, it is now apparent that we will not be able to reach a tentative agreement with the successor contract at this time. I am hopeful that our continued efforts will get us there soon.

I would like to extend the opportunity for your members to participate in the County's Healthcare Redesign for calendar year 2015 that includes the Select Network option. The Healthcare Redesign offers employees an opportunity to receive excellent benefits at lower dependent premium rates and offers employees with single coverage an option which maintains their premium contribution at zero. For employees who change from the current High HMO to the Select Network, it provides an average of 20 percent savings to employees. We have successfully completed Phase 1 of Open Enrollment which included almost 16,000 employees and we have seen where the Select Network option has been overwhelmingly well received by our employees.

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Arleene Cuellar, Director
Human Resources

- c: Alex Ferro, Chief of Staff
- Jack Osterholt, Deputy Mayor
- Edward Marquez, Deputy Mayor
- Robert A. Cuevas, Jr., County Attorney
- William Candela, Assistant County Attorney
- Tyrone W. Williams, Esq., Director, Labor Relations, HR
- Bill Johnson, Director, Water and Sewer Department
- Mark Richard, Esq.
- Osnat Rind, Esq.
- Manny Otero, VP, AFSCME Local 121



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November 21, 2014

Mr. Clarence Washington, President
Transport Workers Union Local 291
6355 NW 36 Street, Suite 502
Virginia Gardens, FL 33166

RE: Open Enrollment for Calendar Year 2015 - Healthcare Redesign

Dear Mr. Washington:

As a follow-up to my November 12, 2014 letter to you regarding Open Enrollment for Calendar Year 2015, it is now apparent that we will not be able to reach a tentative agreement with the successor contract at this time. I am hopeful that our continued efforts will get us there soon.

I would like to extend the opportunity for your members to participate in the County's Healthcare Redesign for calendar year 2015 that includes the Select Network option. The Healthcare Redesign offers employees an opportunity to receive excellent benefits at lower dependent premium rates and offers employees with single coverage an option which maintains their premium contribution at zero. For employees who change from the current High HMO to the Select Network, it provides an average of 20 percent savings to employees. We have successfully completed Phase 1 of Open Enrollment which included almost 16,000 employees and we have seen where the Select Network option has been overwhelmingly well received by our employees.

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Arleene Cuellar, Director
Human Resources

- c: Alex Ferro, Chief of Staff
Alina T. Hudak, Deputy Mayor
Edward Marquez, Deputy Mayor
Robert A. Cuevas, Jr., County Attorney
William Candela, Assistant County Attorney
Tyrone W. Williams, Esq., Director, Labor Relations, HR
Ysela Llort, Director, Miami-Dade Transit
Mark Richard, Esq.
Osnat Rind, Esq.