

MEMORANDUM

Agenda Item No. 11(A)(14)

TO: Honorable Chairman Anthony Rodriguez
and Members, Board of County Commissioners

DATE: March 18, 2025

FROM: Geri Bonzon-Keenan
County Attorney

SUBJECT: Resolution approving and
ratifying April 2025 cost of
living adjustment under the
2024-2025 re-opener provision in
the 2023-2026 Collective
Bargaining Agreement by and
among Miami-Dade County, the
Public Health Trust and
American Federation of State,
County and Municipal
Employees, Local 1363,
(AFSCME, Local 1363)

Resolution No. R-305-25

The accompanying resolution was prepared and placed on the agenda at the request of Prime Sponsor Commissioner Kevin Marino Cabrera.



Geri Bonzon-Keenan
County Attorney

GBK/jp



MEMORANDUM (Revised)

TO: Honorable Chairman Anthony Rodriguez
and Members, Board of County Commissioners

DATE: March 18, 2025

FROM: 
Glen Bonzon-Keenan
County Attorney

SUBJECT: Agenda Item No. 11(A)(14)

Please note any items checked.

- ☐ "3-Day Rule" for committees applicable if raised
- ☐ 6 weeks required between first reading and public hearing
- ☐ 4 weeks notification to municipal officials required prior to public hearing
- ☐ Decreases revenues or increases expenditures without balancing budget
- ☐ Budget required
- ☐ Statement of fiscal impact required
- ☐ Statement of social equity required
- ☐ Ordinance creating a new board requires detailed County Mayor's report for public hearing
- ☒ No committee review
- ☐ Applicable legislation requires more than a majority vote (i.e., 2/3's present ____, 2/3 membership ____, 3/5's ____, unanimous ____, majority plus one ____, CDMP 7 vote requirement per 2-116.1(3)(h) or (4)(c) ____, CDMP 2/3 vote requirement per 2-116.1(3) (h) or (4)(c) ____, CDMP 9 vote requirement per 2-116.1(4)(c) (2) ____) to approve
- ☐ Current information regarding funding source, index code and available balance, and available capacity (if debt is contemplated) required

Approved _____ Mayor
Veto _____
Override _____

Agenda Item No. 11(A)(14)
3-18-25

RESOLUTION NO. R-305-25

RESOLUTION APPROVING AND RATIFYING APRIL 2025
COST OF LIVING ADJUSTMENT UNDER THE 2024-2025 RE-
OPENER PROVISION IN THE 2023-2026 COLLECTIVE
BARGAINING AGREEMENT BY AND AMONG MIAMI-
DADE COUNTY, THE PUBLIC HEALTH TRUST AND
AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES, LOCAL 1363, (AFSCME, LOCAL
1363)

WHEREAS, the President and staff of the Public Health Trust of Miami-Dade County (hereinafter referred to as “PHT”) which operates the Jackson Health System have negotiated in good faith with representatives of the American Federation of State, County and Municipal Employees, Local 1363 (hereinafter referred to as “AFSCME, Local 1363”) which is the duly certified collective bargaining agent representing bargaining unit members of the AFSCME, Local 1363 employed by the PHT; and

WHEREAS, such negotiations have resulted in a tentative agreement between the PHT and the AFSCME, Local 1363 providing for a three percent cost of living adjustment, effective the first pay period in April 2025, under the 2024-2025 re-opener provision in the 2023-2026 Collective Bargaining Agreement (the “re-opener agreement”), a copy of which is attached to the accompanying memorandum from the Chairman of the Board of Trustees of the Public Health Trust and incorporated herein by reference (“memorandum”); and

WHEREAS, the President and the Board of Trustees of the PHT desire to accomplish the purposes of this tentative re-opener agreement between the PHT and the AFSCME, Local 1363 and recommend that the tentative re-opener agreement be approved and ratified; and

WHEREAS, the tentative re-opener agreement was ratified by the bargaining unit members of AFSCME, Local 1363 on January 23, 2025; and

WHEREAS, on January 29, 2025, the Board of Trustees of the PHT adopted Resolution No. PHT 01/2025-007 that accepted the tentative re-opener agreement and has requested that this Board approve and ratify it; and

WHEREAS, Chapter 25A of the Code of Miami-Dade County provides that the PHT shall not be authorized to enter into a contract with a labor union or other organization representing employees without first having obtained the approval of the Board of County Commissioners; and

WHEREAS, in addition, Miami-Dade County and the PHT have a joint employer relationship for collective bargaining purposes under state public employee relations laws, Chapter 447, Florida Statutes, as determined by the Florida Public Employees Relations Commission; and

WHEREAS, as such, the PHT does not have the independent authority to enter into labor contracts, and the County, as a matter of state law, is a party to and is bound by the contracts with the PHT's labor unions; and

WHEREAS, this Board desires to approve and ratify the April 2025 cost of living adjustment under the 2024-2025 re-opener provision in the 2023-2026 collective bargaining agreement, and accomplish the purposes outlined in the accompanying memorandum,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that this Board hereby approves and ratifies the re-opener agreement by and among Miami-Dade County, the Public Health Trust, and the AFSCME, Local 1363 providing for a three percent cost of living adjustment, effective the first pay period in April 2025, under the 2024-2025 re-opener provision in the parties' collective bargaining agreement for the period of October 1, 2023 through September 30, 2026, in substantially the form attached to the accompanying memorandum and made a part hereof.

The Prime Sponsor of the foregoing resolution is Commissioner Kevin Marino Cabrera. It was offered by Commissioner **Roberto J. Gonzalez** , who moved its adoption. The motion was seconded by Commissioner **Kionne L. McGhee** and upon being put to a vote, the vote was as follows:

Anthony Rodriguez, Chairman	aye		
Kionne L. McGhee, Vice Chairman	aye		
Marleine Bastien	aye	Juan Carlos Bermudez	aye
Kevin Marino Cabrera	absent	Sen. René García	aye
Oliver G. Gilbert, III	aye	Roberto J. Gonzalez	aye
Keon Hardemon	aye	Danielle Cohen Higgins	aye
Eileen Higgins	aye	Raquel A. Regalado	aye
Micky Steinberg	aye		

The Chairperson thereupon declared this resolution duly passed and adopted this 18th day of March, 2025. This resolution shall become effective upon the earlier of (1) 10 days after the date of its adoption unless vetoed by the County Mayor, and if vetoed, shall become effective only upon an override by this Board, or (2) approval by the County Mayor of this resolution and the filing of this approval with the Clerk of the Board.



MIAMI-DADE COUNTY, FLORIDA
BY ITS BOARD OF
COUNTY COMMISSIONERS

JUAN FERNANDEZ-BARQUIN, CLERK

By: Basia Pruna
Deputy Clerk

Approved by County Attorney as
to form and legal sufficiency.

A handwritten signature in blue ink, appearing to read "MS4", is written over a horizontal line.

Marlon D. Moffett

MEMORANDUM

Date: February 19, 2025

To: Honorable Chairman Anthony Rodriguez
and Members, Board of County Commissioners

From: Amadeo Lopez-Castro III
Chairman, Public Health Trust Board of Trustees

Subject: Approval of April 2025 Cost of Living Adjustment (COLA) Under the 2024-2025 Re-opener Provision of the 2023-2026 Collective Bargaining Agreement between Miami-Dade County, Florida, The Public Health Trust and the American Federation of State, County, and Municipal Employees, Local 1363 (AFSCME, Local 1363) (Approximately 5,100 Employees)

Recommendation

It is recommended that the Board of County Commissioners (Board) approve and ratify a three (3) percent cost of living adjustment effective the first pay period in April 2025, which has been negotiated under the 2024-2025 re-opener provision in the 2023-2026 Collective Bargaining Agreement between Miami-Dade County, Florida, The Public Health Trust and the American Federation of State, County, and Municipal Employees, Local 1363 (AFSCME, Local 1363) Bargaining Unit (the "CBA"). This agreement covers approximately five thousand one hundred (5,100) employees of the PHT.

Scope

The impact of this agenda item affects all full-time and part-time employees of the Jackson Health System who are members of the AFSCME, Local 1363 Bargaining Unit.

Fiscal Impact/Funding Source

The fiscal impact for the cost of living adjustment (COLA) that goes into effect the first pay period in April 2025 would be \$10,901,149. The COLA re-opener would be funded from operating revenues as documented in the PHT financial statements. In no event would capital revenues, including proceeds from any general-obligation bond, be used to fund this program.

Track Record/Monitor

Monitoring and implementation of labor contracts is overseen by Michelle Kligman, Jackson Health System Executive Vice President and Chief Human Resource Officer.

Background

This agreement is a product of good-faith negotiations between management's negotiating team and AFSCME, Local 1363. At the conclusion of bargaining for the 2023-2026 CBA, the parties agreed to a cost of living adjustment (COLA) re-opener for the 2024-2025 and 2025-2026 contract terms. Both parties have worked collaboratively and have agreed to increase the base wages of all full-time and part-time bargaining unit members by way of a three (3) percent COLA beginning the first pay period in April 2025.

Terms of Agreement

The current CBA is a three (3) year agreement covering the period of October 1, 2023 through September 30, 2026. The CBA called for a COLA re-opener for the 2024-2025 contract year, under which the parties have tentatively agreed to a three (3) percent increase, as follows:

Article 10 – Wages and Compensation

Second Year 2024-2025: Effective the first full pay period in April 2025, full-time and part-time employees will receive a three (3) percent cost of living adjustment to their base wages.

All other provisions of the CBA will remain unchanged.

Jackson
HEALTH SYSTEM
Miracles made daily.

TO: Amadeo Lopez-Castro III, Chairman and
Members, Public Health Trust Board of Trustees

FROM: Carlos A. Migoya
President and Chief Executive Officer

DATE: January 29, 2025

RE: Approval of April 2025 Cost-of-Living Adjustment (COLA) Under the 2024-2025 Re-Opener Provision of the 2023-2026 Collective Bargaining Agreement between Miami-Dade County, Florida, The Public Health Trust and the American Federation of State, County, and Municipal Employees, Local 1363 (AFSCME, Local 1363) (Approximately 5,100 Employees)

Recommendation

It is recommended that the Public Health Trust Board of Trustees (PHT) approve this resolution recommending that the Miami-Dade Board of County Commissioners (BCC) approve a three (3) percent cost-of-living adjustment effective the first pay period in April 2025, which has been negotiated under a re-opener provision in the 2023-2026 Collective Bargaining Agreement between Miami-Dade County, Florida, The Public Health Trust and the American Federation of State, County, and Municipal Employees, Local 1363 (AFSCME, Local 1363) Bargaining Unit (the "CBA"). This agreement covers approximately five thousand one hundred (5,100) employees of the PHT.

Scope

The impact of this agenda item affects all full-time and part-time employees of the Jackson Health System who are members of the AFSCME, Local 1363 Bargaining Unit.

Fiscal Impact/Funding Source

The fiscal impact for the cost-of-living adjustment (COLA) that goes into effect the first pay period in April 2025 would be \$10,901,149. The COLA re-opener would be funded from operating revenues as documented in the PHT financial statements. In no event would capital revenues, including proceeds from any general-obligation bond, be used to fund this program.

Track Record/Monitor

Monitoring and implementation of labor contracts is overseen by Michelle Kligman, Jackson Health System Executive Vice President and Chief Human Resource Officer.

Background

This agreement is a product of good-faith negotiations between management's negotiating team and AFSCME, Local 1363. At the conclusion of bargaining for the 2023-2026 CBA, the parties agreed to a cost-of-living adjustment (COLA) re-opener for the 2024-2025 and 2025-2026 contract terms. Both parties have worked collaboratively and have agreed to increase the base wages of all full-time and part-time bargaining unit members by way of a three (3) percent COLA beginning the first pay period in April 2025.

Terms of Agreement

The current CBA is a three (3) year agreement covering the period of October 1, 2023 through September 30, 2026. The CBA called for a COLA re-opener for the 2024-2025 contract year, under which the parties have tentatively agreed to a three (3) percent increase, as follows:

Article 10 – Wages and Compensation

Second Year 2024-2025: Effective the first full pay period in April 2025, full-time and part-time employees will receive a three (3) percent cost of living adjustment to their base wages.

All other provisions of the CBA will remain unchanged.

RESOLUTION NO. PHT 01/2025 - 007

RESOLUTION APPROVING APRIL 2025 COST OF LIVING ADJUSTMENT UNDER THE 2024-2025 RE-OPENER PROVISION IN THE 2023-2026 COLLECTIVE BARGAINING AGREEMENT BY AND AMONG MIAMI-DADE COUNTY, THE PUBLIC HEALTH TRUST AND AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL 1363, (AFSCME, LOCAL 1363) AND FORWARDING SUCH AGREEMENT TO THE BOARD OF COUNTY COMMISSIONERS FOR RATIFICATION.

(Carlos A. Migoya, President and Chief Executive Officer, Jackson Health System)

WHEREAS, the President and staff of the Public Health Trust have negotiated in good faith with representatives of the American Federation of State, County and Municipal Employees, Local 1363 (hereinafter referred to as "AFSCME, Local 1363") which is the duly certified collective bargaining agent representing bargaining unit members of the AFSCME, Local 1363 employed by the PHT; and

WHEREAS, such negotiations have resulted in a three (3) percent Cost of Living Adjustment, effective the first pay period in April 2025, under the 2024-2025 re-opener provision in the 2023-2026 Collective Bargaining Agreement, a copy of which is attached hereto and incorporated herein by reference; and

WHEREAS this 2025 Cost of Living Adjustment under the 2023-2026 Collective Bargaining Agreement was ratified by AFSCME, Local 1363 bargaining unit on January 23, 2025; and

WHEREAS, the President and the Board of Trustees desire to accomplish the purposes outlined in the accompanying memorandum and recommend ratification of the proposed re-opener agreement providing for a three (3) percent Cost of Living Adjustment, effective the first pay period in April 2025.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE PUBLIC HEALTH TRUST OF MIAMI-DADE COUNTY, FLORIDA, that this Board hereby approves the three (3) percent Cost of Living Adjustment, effective the first full pay period in April 2025, under the 2023-2026 Collective Bargaining Agreement among Miami-Dade County, the Public Health Trust, and AFSCME, Local 1363 for the period of October 1, 2023 through September 30, 2026, and hereby forwards the agreement to the Board of County Commissioners of Miami-Dade County for ratification and directs the President or his designee to take such action as necessary to seek such ratification.

-Page 2-

The foregoing resolution was offered by Mojdeh L. Khaghan and the motion was seconded by Carmen M. Sabater as follows:

Amadeo Lopez-Castro, III	Aye
Carmen M. Sabater	Aye
Antonio L. Argiz	Aye
Senator Alexis Calatayud	Excused
Laurie Weiss Nuell	Aye
Walter T. Richardson	Aye
Mojdeh L. Khaghan	Aye

The Chairperson thereupon declared the resolution as duly passed and adopted this 29th day of January 2025.

PUBLIC HEALTH TRUST OF MIAMI-DADE COUNTY, FLORIDA

BY: 
Laurie Weiss Nuell, Secretary

Approved by the Miami-Dade County Attorney's Office as to form

And legal sufficiency 

**Jackson Health System and AFSCME Local 1363
PHT Counterproposal
November 5, 2024**

**AFSCME Bargaining Unit
Article 10, Section 1**

Section 1 – WAGES

A. First Year 2023-2024

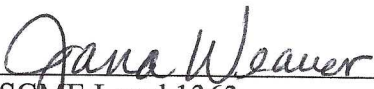
Effective upon ratification, or on October 1st, 2023, whichever comes first, all fulltime and parttime bargaining unit employees shall receive an eight (8) percent wage adjustment, inclusive of a Cost of Living Adjustment (COLA).

B. Second Year 2024-2025

~~The parties agree to resume bargaining no later than June 1st, 2024 for the sole purpose of negotiating Article 10, Section 1(a), as it relates to a Cost of Living Adjustment (COLA), and Article 10, Section 7 Longevity Bonus. Effective the first pay period in April 2025, all full-time and part-time bargaining unit employees shall receive a three (3) percent Cost of Living Adjustment (COLA).~~

C. Third Year 2025-2026

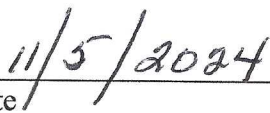
The parties agree to resume bargaining no later than June 1st, 2025 for the sole purpose of negotiating Article 10, Section 1(a), as it relates to a Cost of Living Adjustment (COLA).



AFSCME Local 1363



Public Health Trust



Date

11/5/2024

Date