



Broward County

Legislation Details (With Text)

File #:	22-846	Version:	1
		Status:	Agenda Ready
		In control:	Finance - Human Resources Division
On agenda:	6/7/2022	Final action:	6/7/2022
Title:	MOTION TO APPROVE amendment to Collective Bargaining Agreement between Board of County Commissioners of Broward County, Florida and Amalgamated Transit Union, AFL-CIO-CLC - Local 1267, representing the County's Mass Transit employees, for Fiscal Years 2020/2021, 2021/2022, 2022/2023; to resolve bargaining for amending wages for Fiscal Year 2021/2022 in the current agreement; delegate authority to the Director of the Human Resources Division to execute Letters of Understanding, if necessary; and authorize the Mayor to execute the Agreement.		
Sponsors:			
Indexes:			
Code sections:			
Attachments:	1. Exhibit 1 - Addendum of Existing Three-Year Collective Bargaining Agreement Fiscal Years 2021 - 2023 - Amalgamated Transit Union Local 1267, 2. Exhibit 2 - Summary of Agreement Change, 3. Exhibit 3 - Fiscal Impact Statement		

Date	Ver.	Action By	Action	Result
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Broward County Commission Regular Meeting

Director's Name: George Tablack

Department: Finance and Administrative Services **Division:** Human Resources

Information

Requested Action

MOTION TO APPROVE amendment to Collective Bargaining Agreement between Board of County Commissioners of Broward County, Florida and Amalgamated Transit Union, AFL-CIO-CLC - Local 1267, representing the County's Mass Transit employees, for Fiscal Years 2020/2021, 2021/2022, 2022/2023; to resolve bargaining for amending wages for Fiscal Year 2021/2022 in the current agreement; delegate authority to the Director of the Human Resources Division to execute Letters of Understanding, if necessary; and authorize the Mayor to execute the Agreement.

Why Action is Necessary

Chapter 447, Florida Statutes, requires that the collective bargaining agreements be ratified by the governing body of the Agency, as well as by the Labor Union.

What Action Accomplishes

This action resolves collective bargaining with the County's Mass Transit Union and establishes labor stability through September 30, 2023.

Is this Action Goal Related

No

Previous Action Taken

None

Summary Explanation/Background

THE FINANCE AND ADMINISTRATIVE SERVICES DEPARTMENT AND THE HUMAN RESOURCES DIVISION RECOMMEND APPROVAL OF THE ABOVE MOTION.

The Amalgamated Transit Union, AFL-CIO-CLC - Local 1267 ("Union") represents a bargaining unit of approximately 1,000 County Transit employees. The current Collective Bargaining Agreement ("Agreement") provided for this unit expires on September 30, 2023. As a result of negotiations, the County and the Union agreed for Fiscal Year 2021/2022 to increase the negotiated across the board wage increase from 2% to 4%.

Exhibit 2 summarizes the changes to the Agreement. In addition to a variety of administrative and operational changes regarding the probationary period provision, the elimination of the Bus Operator Trainee job classification, Paint and Body Technician job qualifications, and Bus Operator sign-on bonus to assist with recruitment efforts, the Agreement also provides for the following compensation related change:

For Fiscal Year 2021/2022, effective October 3, 2021, eligible bargaining unit employees will receive a 2% base salary increase (within salary range).

Exhibit 3 provides the Fiscal Impact of the aforementioned adjustments to the Collective Bargaining Agreement.

Pending successful ratification by the Union scheduled for May 20, 2022, the Agreement is being presented with staff's recommendation for approval by the Board.

Source of Additional Information

David Kahn, Director, Human Resources, 954-357-6005

Fiscal Impact

Fiscal Impact/Cost Summary

The incremental salary costs for Fiscal Year 2021/2022 associated with the proposed ATU-1267 agreement are as follows:

For Fiscal Year 2021/2022, the estimated salary costs associated with the proposed agreement is \$899,683 exclusive of retirement and FICA costs.

For Fiscal Year 2022/2023, the estimated salary costs associated with the proposed agreement is \$759,784 exclusive of retirement and FICA costs.

The estimated value of the Bus Operator New Hire Sign-On Bonus Program is up to \$150,000.

Funds for the increase for Fiscal Year 2021/2022 are available in the Fiscal Year 2022 Adopted Budget. Funding for the increase for Fiscal Year 2022/2023 will be included in the respective budget.

