



# Broward County

## Legislation Details (With Text)

|                       |   |                      |           |                    |                                    |
|-----------------------|---|----------------------|-----------|--------------------|------------------------------------|
| <b>File #:</b>        | 20-353  | <b>Version:</b>      | 1         | <b>Status:</b>     | Agenda Ready                       |
|                       |   |                      |           | <b>In control:</b> | Finance - Human Resources Division |
| <b>On agenda:</b>     | 2/25/2020   | <b>Final action:</b> | 2/25/2020 |                    |                                    |
| <b>Title:</b>         | <p>A. MOTION TO APPROVE three-year Collective Bargaining Agreement between Board of County Commissioners of Broward County, Florida and the Amalgamated Transit Union, Local 1267, representing the County's Transit employees, for Fiscal Years 2017/2018, 2018/2019, and 2019/2020, delegate authority to the Director of the Human Resources Division to execute Letters of Understanding, and authorize the Mayor to execute the Agreement.</p> <p>(Per the Tuesday Morning Memorandum, the Amalgamated Transit Union, Local 1267 - Transit Unit membership, voted on Tuesday, February 18, 2020 and February 19, 2020, respectively, to ratify both the FY2017-2020 and FY2020-2023 collective bargaining agreements.)</p> <p>ACTION: (T-10:32 AM) Approved.</p> <p>VOTE: 9-0. Vice-Mayor Geller voted in the affirmative telephonically.</p> <p>B. MOTION TO APPROVE three-year Collective Bargaining Agreement between Board of County Commissioners of Broward County, Florida and the Amalgamated Transit Union, Local 1267, representing the County's Transit employees, for Fiscal Years 2020/2021, 2021/2022, and 2022/2023; and authorize the Mayor to execute the Agreement.</p> <p>(Per the Tuesday Morning Memorandum, the Amalgamated Transit Union, Local 1267 - Transit Unit membership, voted on Tuesday, February 18, 2020 and February 19, 2020, respectively, to ratify both the FY2017-2020 and FY2020-2023 collective bargaining agreements.)</p> <p>ACTION: (T-10:32 AM) Approved.</p> <p>VOTE: 9-0. Vice-Mayor Geller voted in the affirmative telephonically.</p> |                      |           |                    |                                    |
| <b>Sponsors:</b>      |   |                      |           |                    |                                    |
| <b>Indexes:</b>       |   |                      |           |                    |                                    |
| <b>Code sections:</b> |   |                      |           |                    |                                    |
| <b>Attachments:</b>   | 1. Exhibit 1 - Agreement Summary Fiscal Years 2017-2020, 2. Exhibit 2 - Collective Bargaining Agreement Fiscal Years 2017-2020, 3. Exhibit 3 - Summary Of Agreement Change Fiscal Years 2017-2020, 4. Exhibit 4 - Agreement Summary Fiscal Years 2020-2023, 5. Exhibit 5 - Collective Bargaining Agreement Fiscal Years 2020-2023, 6. Exhibit 6 - Summary Agreement Changes Fiscal Years 2020-2023, 7. Exhibit 7 - Fiscal Impact Statement  |                      |           |                    |                                    |

| Date | Ver. | Action By | Action | Result |
|------|------|-----------|--------|--------|
|------|------|-----------|--------|--------|

### Broward County Commission Regular Meeting

**Director's Name:** George Tablack

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

### Information

### Requested Action

A. MOTION TO APPROVE three-year Collective Bargaining Agreement between Board of County Commissioners of Broward County, Florida and the Amalgamated Transit Union, Local 1267, representing the County's Transit employees, for Fiscal Years 2017/2018, 2018/2019, and 2019/2020, delegate authority to the Director of the Human Resources Division to execute Letters of Understanding, and authorize the Mayor to execute the Agreement.

*(Per the Tuesday Morning Memorandum, the Amalgamated Transit Union, Local 1267 - Transit Unit membership, voted on Tuesday, February 18, 2020 and February 19, 2020, respectively, to ratify both the FY2017-2020 and FY2020-2023 collective bargaining agreements.)*

**ACTION: (T-10:32 AM) Approved.**

**VOTE: 9-0. Vice-Mayor Geller voted in the affirmative telephonically.**

B. MOTION TO APPROVE three-year Collective Bargaining Agreement between Board of County Commissioners of Broward County, Florida and the Amalgamated Transit Union, Local 1267, representing the County's Transit employees, for Fiscal Years 2020/2021, 2021/2022, and 2022/2023; and authorize the Mayor to execute the Agreement.

*(Per the Tuesday Morning Memorandum, the Amalgamated Transit Union, Local 1267 - Transit Unit membership, voted on Tuesday, February 18, 2020 and February 19, 2020, respectively, to ratify both the FY2017-2020 and FY2020-2023 collective bargaining agreements.)*

**ACTION: (T-10:32 AM) Approved.**

**VOTE: 9-0. Vice-Mayor Geller voted in the affirmative telephonically.**

#### **Why Action is Necessary**

Motions A and B: 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**

Motions A and B: This action resolves collective bargaining with the County's 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/HUMAN RESOURCES DIVISION AND THE TRANSPORTATION DEPARTMENT RECOMMEND APPROVAL OF THE ABOVE MOTIONS.

The Amalgamated Transit Union, Local 1267, represents one of the County's largest bargaining units

with approximately 1,000 Transit employees. The previous Agreement for this unit expired on September 30, 2017. Negotiations for a successor agreement have been ongoing and resulted in two, three-year Agreements for Fiscal Years 2017/2018, 2018/2019, and 2019/2020, and for Fiscal Years 2020/2021, 2021/2022, and 2022/2023.

Exhibit 3 summarizes the changes to the Agreement for Fiscal Years 2017/2018, 2018/2019, and 2019/2020. For each of the Fiscal Years, the Agreement provides for the applicable step movement for current employees in steps and a 2% adjustment effective retroactively to the first full pay periods in October 2017, 2018 and 2019 for employees who were at the Thereafter Step on October 1, 2017, 2018 and 2019 respectively. The Agreement further provides that, within 60 days after Board approval, new pay step rates be implemented for the classifications of Bus Operator, Storekeeper, Coach Service Attendant, and the new classification of Paint and Body Technician.

In addition, there are a variety of administrative and operational changes regarding elimination of bus assignment provisions, an increase in the number of flex board bus operators, change in the timing of leave payouts to ensure consistency with the rest of the County, inclusion of preference for Veterans in the Reduction in Force provisions, addition of eligible family members to the bereavement leave provisions, eligibility to use Parental leave, increases in the amount of the uniform voucher and tool allowance, change to a voucher system for supplying employees with safety shoes, and two Letter of Understandings clarifying the manner of processing employee compensation during declared emergency working conditions, and the implementation of the new job classification of the Paint and Body Technician.

Exhibit 6 summarizes the changes to the Agreement for Fiscal Years 2020/2021, 2021/2022, and 2022/2023. For each of the Fiscal Years, the Agreement provides for the applicable step movement for current employees in steps and a 2% adjustment effective the first full pay periods in October 2020, 2021 and 2022 for employees who are at the Thereafter Step on October 1, 2020, 2021 and 2022 respectively. In addition to wages, the Agreement updates the Holidays Article with the applicable holiday tables for each Fiscal Year of the Agreement.

Pending successful ratifications by the Union scheduled for February 17, 2020 and February 18, 2020, respectively, the Agreements are being presented with staff's recommendation for approval by the Board. The Board will be advised of the outcome of the ratification in the Monday Night Memo.

### **Source of Additional Information**

David Kahn, Director, Human Resources Division, (954) 357-6005

### **Fiscal Impact**

#### **Fiscal Impact/Cost Summary**

The incremental salary costs for Fiscal Years 2017/2018, 2018/2019, and 2019/2020 associated with the proposed Transit agreement are as follows:

For Fiscal Year 2017/2018, the estimated salary costs associated with the proposed agreement is \$356,649, exclusive of retirement and FICA costs. Funding for the proposed increase was included in the Fiscal Year 2017/2018 Adopted Budget.

For Fiscal Year 2018/2019, the estimated salary costs associated with the proposed agreement is \$928,138, exclusive of retirement and FICA costs. Funding for the proposed increase was included in the Fiscal Year 2018/2019 Adopted Budget.

For Fiscal Year 2019/2020, the estimated salary costs associated with the proposed agreement is \$2,726,067, exclusive of retirement and FICA costs. Funding for the proposed increase was included in the Fiscal Year 2019/2020 Adopted Budget.

The incremental salary costs for Fiscal Years 2020/2021, 2021/2022, and 2022/2023 associated with the proposed Transit agreement are as follows:

For Fiscal Year 2020/2021, the estimated salary costs associated with the proposed agreement is \$3,131,647, exclusive of retirement and FICA costs.

For Fiscal Year 2021/2022, the estimated salary costs associated with the proposed agreement is \$2,320,556, exclusive of retirement and FICA costs.

For Fiscal Year 2022/2023, the estimated salary costs associated with the proposed agreement is \$2,293,248, exclusive of retirement and FICA costs.

Funding for Fiscal Years 2020/2021, 2021/2022 and 2022/2023 will be included in the respective budgets.