



# Broward County

## Legislation Details (With Text)

<b>File #:</b>	21-637	<b>Version:</b>	1	<b>Status:</b>	Agenda Ready
				<b>In control:</b>	Finance - Human Resources Division
<b>On agenda:</b>	5/4/2021	<b>Final action:</b>	5/4/2021		
<b>Title:</b>	MOTION TO APPROVE amendment to Collective Bargaining Agreement between Board of County Commissioners of Broward County, Florida and the Amalgamated Transit Unit - Local 1267, representing the County's Transit employees, for Fiscal Years 2020/2021, 2021/2022, and 2022/2023, to resolve bargaining for the living wage adjustments approved by the County Commission for Calendar Year 2021, and authorize the Mayor to execute the Agreement.				
<b>Sponsors:</b>					
<b>Indexes:</b>					
<b>Code sections:</b>					
<b>Attachments:</b>	1. Exhibit 1 - Addendum of Existing Three Year Collective Bargaining Agreement - ATU 1267 Fiscal Year 2020 - Fiscal Year 2022, 2. Exhibit 2 - Summary of Agreement Change Fiscal Years 2020 - 2022, 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 the Amalgamated Transit Unit - Local 1267, representing the County's Transit employees, for Fiscal Years 2020/2021, 2021/2022, and 2022/2023, to resolve bargaining for the living wage adjustments approved by the County Commission for Calendar Year 2021, and authorize the Mayor to execute the Agreement.

#### Why Action is Necessary

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

#### What Action Accomplishes

This action amends the collective bargaining agreement with the County's Transit Union to reflect the implementation of the 2021 Living Wage rates for the bargaining unit.

#### 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 Unit - Local 1267 (Union) represents a bargaining unit of approximately 1,000 employees. The current Collective Bargaining Agreement provided for this unit expires on September 30, 2023, and negotiations for the living wage adjustments have been ongoing and resulted in the Addendum to the Collective Bargaining Agreement (Addendum) for Fiscal Year 2020/2021, Fiscal Year 2021/2022, and Fiscal Year 2022/2023 (Exhibit 1).

Exhibit 2 shows the changes to Article 26 of the Agreement for Fiscal Year 2020/2021, Fiscal Year 2021/2022, and Fiscal Year 2022/2023. For each of the fiscal years, the Addendum provides for adjustments for the Bus Operator Trainee wage rate to be in line with the County Commission approved living wage pay rate for Calendar Year 2021. In addition, the Addendum also provides for adjustments of the Coach Service Attendant pay rate and step progression (with the exception of the “thereafter step”) to be in line with the County Commission approved living wage pay rate for Calendar Year 2021. For Fiscal Year 2020/2021, the living wage adjustments will be implemented 60 days after Board approval.

Pending successful ratification by the Union scheduled for April 26, 2021, the Addendum is being presented with staff’s recommendation for approval by the Board.

### **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 Year 2020, Fiscal Year 2021 and Fiscal Year 2022 associated with the proposed Addendum to the Amalgamated Transit Unit - Local 1267 Agreement (Exhibit 3) are as follows:

For Fiscal Year 2020/2021, the estimated salary costs associated with the proposed Addendum is \$5,563 exclusive of retirement and FICA costs.

For Fiscal Year 2021/2022, the estimated salary costs associated with the proposed Addendum is \$17,265 exclusive of retirement and FICA costs.

For Fiscal Year 2022/2023, the estimated salary costs associated with the proposed Addendum is \$16,378 exclusive of retirement and FICA costs.

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