

Summary of Council Approved Collective Bargaining Agreement

Article 8. Term of Agreement.

Contract term shall be in effect from July 13, 2010 through September 30, 2011.

Article 21. Bereavement Leave.

Bereavement leave has been expanded to include Son-in-law, current Daughter-in-law, and Grandchildren.

Article 27. Furloughs.

Full time employees will be furloughed one day for each pay period (14-day working cycle) commencing July 25, 2010 and part-time employees working at least 30 hours per week shall provide 6 hours of furlough for each pay period.

Article 33. Tool Allowance.

The tool allowance has been expanded to include: Maintenance Workers, Utilityman permanently assigned to the Fire Department, Mechanic II and Utility Electronic/Electrician Technicians permanently assigned to the Water and Sewers Department, and Utilityman, Electronic Technicians and Journeymen who are permanently assigned to the Telecommunications Division.

Article 36. Overtime/Compensatory Time (Call Back).

Overtime commences at 40 hours rather than 37.5 hours weekly in compliance with federal law. The City would not change any existing practices regarding the payment of overtime on an individual day when an employee exceeds a shift during one working day until further investigation.

Article 38. Health Insurance Provisions.

The City will not increase the premium for City Insurance (Option 1).

The City will increase the City contribution by 3% to the HMO (Option 2) commencing prospectively. Therefore, reducing the employee's contribution.

The contract provides for a 10% pre-tax health insurance contribution from gross salary. In lieu of significant salary reductions that have immediate pension consequences, the contract reflects as an alternative, to provide a 10% pre-tax health insurance contribution deducted from the gross salary of all bargaining unit employees to help defray the cost of group health insurance and maintain low-cost coverage.

Article 43. Pension.

The contract changes the pension plan for new employees hired on or after October 1, 2009 to a 5% contributory plan with benefits to be determined on a 5-year average of the highest pay years, rather than the existing 3-year average of the highest pay years. Under the plan for new employees, the employee will not be required to contribute 7% to the annuity fund. If the employee does not receive benefits from the pension plan, then the employee may receive money paid to the retirement system plus 3% compounded interest.

Article 47. Notes to the Pay Plan.

The contract provides for a freeze of merit and fifteen-year longevity pay raises as of July 13, 2010.

Article 48. Part Time Employees.

Eliminates language in Section 8 that states that part-time employees must be laid-off before any full-time, temporary, provisional or civil service employees are laid off and replace such language with the following:

“Part-time employees within a classification in a department shall ordinarily be laid off before full-time employees are laid off. However, to meet the needs of the City and/or particular department, the City may override this provision and retain a part-time employee rather than a full-time employee if, in the sole opinion of the City, the part-time employee is better qualified or his/her retention is in the best interest of the City and/or department. The City will articulate its rationale to the Union before the layoff occurs. If a grievance arises out of Section 8 of this Article, the grievant shall not be entitled to back pay. For purposes of a Section 8 grievance herein, the grievance shall commence at the arbitration step of the grievance procedure.”

The 10% pre-tax health insurance contribution will not apply to part-time time employees.

Part time employees working less than thirty hours a week will not be subject to furlough.

Article 56. Uniform Policy.

The safety shoe allowance has been expanded to include: Water & Sewers Utility Electronic/Electrician Tech., Construction & Maintenance Service Workers, Streets & Stormwater Service Workers, Fleet Maintenance Service Worker, Fleet Maintenance Part-time Service Worker, Solid Waste Service Worker, Part-time Solid Waster Service Worker, Solid Waster Supervisor, Solid Waste Part-time Utilityman, Parks & Recreation Service Worker, Parks & Recreation Part-time Service Worker; Purchasing Division Maintenance worker, Telecommunications Division Electronics Technician, Telecommunications Division Journeyman, Telecommunications Division Service worker, Telecommunications Division Utilityman, and Fire Department Fire Inspector and Fire Department Fire Plans Examiner.

Please note that there are also changes to the following Articles: 12, 14, 15, 17, 18, 24, 32, 35, 37, 50 and 54. The changes in this summary reflect the monetary changes to the proposed contract.

From: Emi Hernandez [mailto:emi_hernandez@bellsouth.net]
Sent: Thursday, July 22, 2010 9:09 PM
To: 'Negrón, Melissa'
Subject: RE:

Melissa;

I have read the translation you forwarded of the council approved collective bargaining agreement. I approve and request that you move forward with posting the Spanish and English versions on the web-site.

Thank you.

Orlando Hernandez,

President, AFSCME – Hialeah Local 161

From: Negrón, Melissa [mailto:MNegrón@hialeahfl.gov]
Sent: Thursday, July 22, 2010 12:20 PM
To: Hernandez, Orlando; 'Emi_hernandez@bellsouth.net'
Subject:

Orlando,

Here is a draft of the Spanish translation of the council approved collective bargaining agreement. Please advise if you approve of the summary. We will not post the summary in until we receive your approval. Please e-mail your approval. Once I receive your approval I will have both versions posted on the web-site, and some printed copies made.

<<SpanishTranslation-Council Approved Contract2.doc>>

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