



Agenda Report

2725 Judge Fran Jamieson
Way
Viera, FL 32940

Consent

F.27

9/15/2020

Subject:

Collective Bargaining Agreement with Laborer's International Union, Local 678

Fiscal Impact:

Dependent on authorization of a COLA, if any, during the contract period.

Dept/Office:

Office of Human Resources

Requested Action:

It is requested that the Board of County Commissioners authorize the County Manager to execute a Memorandum of Agreement as provided for by Section 447.309, Florida Statutes, modifying Article 35 in the collective bargaining agreement extending the term of the current CBA through September 30, 2021.

Summary Explanation and Background:

In accordance with the Collective Bargaining Agreement between the Laborers' International Union of North America (LIUNA), Local 678 and the Brevard County Board of County Commissioners, a proposal to modify the term of the current CBA in Article 35 of the CBA was presented to and accepted by the Business Agent for LIUNA, Local 678.

If the Board accepts and authorizes the recommended modification to Article 35 as proposed herein, the Board of County Commissioners will continue its practice of having Cost of Living increases provided to the non-union workforce of Brevard County Board of County Commissioners mirror the cost of living increases provided to employees covered under the Board's LIUNA Collective Bargaining Agreement.

Clerk to the Board Instructions:



Kimberly Powell, Clerk to the Board, 400 South Street • P.O. Box 999, Titusville, Florida 32781-0999

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Kimberly.Powell@brevardclerk.us

September 16, 2020

M E M O R A N D U M

TO: Jerry Visco, Human Resources Director

RE: Item F.27., Collective Bargaining Agreement (CBA) with Laborers International Union, Local 678

The Board of County Commissioners, in regular session on September 15, 2020, authorized the County Manager to execute the Memorandum of Understanding (MOU) for Section 447.309, §, modifying Article 35 in the CBA with Laborers International Union, Local 678 extending the term of the current CBA through September 30, 2021. Enclosed is the fully-executed MOU.

Your continued cooperation is always appreciated.

Sincerely,

**BOARD OF COUNTY COMMISSIONERS
SCOTT ELLIS, CLERK**

Kimberly Powell
Kimberly Powell, Clerk to the Board

/ds

Encl. (1)

cc: County Manager
Finance
Budget

MEMORANDUM OF UNDERSTANDING

BETWEEN THE BREVARD COUNTY BOARD OF COUNTY COMMISSIONERS (hereinafter "the County") and THE NORTHEAST FLORIDA PUBLIC EMPLOYEES' LOCAL 630, L.I.U.N.A. (hereinafter "the Union"), entered into on Sept. 15, 2020

The parties' current Collective Bargaining Agreement ("CBA") will expire September 30, 2020. The County and the Union agree to extend the terms of the current CBA through September 30, 2021, as a one (1) year agreement. With respect to Article 15, Wages, the parties intend the following:

Article 15.1, page 25, the following provision is added:

If the Board of County Commissioners approves a Cost of Living Increase (COLA) for non-bargaining unit employees for FY 20/21, Bargaining Unit members will receive the same Cost of Living Increase (COLA).

The parties agree that this Memorandum of Understanding shall be in effect through September 30, 2021.

The County and the Union accept the above-stated terms as mutually agreeable.

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Understanding to be signed with their respective names by their respective representatives thereon to duly authorize.

BREVARD COUNTY BOARD OF
COUNTY COMMISSIONERS



Authorized Representative

NORTHEAST FLORIDA PUBLIC
EMPLOYEES' LOCAL 630



Authorized Representative

Date: September 15, 2020

Date: _____

ATTEST



SCOTT ELLIS, CLERK

Reviewed for legal form and content:



(Assistant) County Attorney