



**BOARD OF COUNTY COMMISSIONERS**

Mayor Heather Carruthers, District 3  
Mayor Pro Tem Michelle Coldiron, District 2  
Craig Cates, District 1  
David Rice, District 4  
Sylvia J. Murphy, District 5

**County Commission Meeting**

October 21, 2020

Agenda Item Number: C.17

Agenda Item Summary #7391

**BULK ITEM:** Yes

**DEPARTMENT:** Employee Services

**TIME APPROXIMATE:**

**STAFF CONTACT:** Bryan Cook (305) 292-4537

N/A

**AGENDA ITEM WORDING:** Ratification of a Memorandum of Understanding extending union collective bargaining agreement with Teamsters Local Union No. 769, effective October 1, 2020 through September 30, 2021.

**ITEM BACKGROUND:** Ratification of an extension to the collective bargaining agreement with Teamsters Local Union No. 769, effective October 1, 2020 through September 30, 2021.

This amendment provides for no increase in medical insurance premiums, allows Teamsters to receive any applicable across the board systematic wage increases that might apply to other staff, and states that the County shall attempt to avoid furloughs and layoffs of Teamsters employees for the duration of this extension, but that the County may conduct furloughs and layoffs if business circumstances require them.

FS 447.309 states that once an agreement has been reached, it shall be signed by the chief executive officer for the County and the bargaining agent for the union, but then must be ratified by the BOCC on behalf of the employer.

**PREVIOUS RELEVANT BOCC ACTION:**

**September 27, 2017** – Ratification of three-year CBA with Teamster’s Local No. 769

**September 18, 2019** – Approval of Fiscal-year 2020 BOCC Budget

**CONTRACT/AGREEMENT CHANGES:**

Amendment

**STAFF RECOMMENDATION:** Approval.

**DOCUMENTATION:**

MOU Ratification Page Teamsters

## Memorandum of Understanding for Teamster's Union No. 769

**FINANCIAL IMPACT:**

**Effective Date:** October 1, 2020  
**Expiration Date:** September 30, 2021  
  
**Total Dollar Value of Contract:** N/A  
**Total Cost to County:** N/A  
**Current Year Portion:** N/A  
**Budgeted:** N/A  
**Source of Funds:** N/A  
**CPI:** N/A  
**Indirect Costs:** N/A  
**Estimated Ongoing Costs Not Included in above dollar amounts:** N/A  
  
**Revenue Producing:** N/A      **If yes, amount:** N/A  
**Grant:** N/A  
**County Match:** N/A  
**Insurance Required:** No  
  
**Additional Details:** N/A

**REVIEWED BY:**

Bryan Cook	Completed	10/06/2020 8:42 AM
Pam Pumar	Completed	10/06/2020 8:47 AM
Cynthia Hall	Completed	10/06/2020 9:00 AM
Kevin Wilson	Completed	10/06/2020 9:14 AM
Assistant County Administrator Christine Hurley	Completed	
	10/06/2020 9:51 AM	
Purchasing	Completed	10/06/2020 10:11 AM
Budget and Finance	Completed	10/06/2020 2:23 PM
Maria Slavik	Completed	10/06/2020 2:44 PM
Liz Yongue	Completed	10/06/2020 2:50 PM
Board of County Commissioners	Pending	10/21/2020 9:00 AM

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**TEAMSTERS LOCAL UNION 769 (“UNION”)**  
**AND**  
**MONROE COUNTY BOARD OF COUNTY COMMISSIONERS (“COUNTY”)**

The Board of County Commissioners, at a duly noticed and publicly held meeting at Marathon, Florida, on October 21, 2020, approved the above agreement by a vote of the Board of County Commissioners, as follows:

VOTING FOR:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

VOTING AGAINST:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA**

**Attest:**  
**KEVIN MADOK, CLERK OF COURT**

**MONROE COUNTY BOARD OF  
COUNTY COMMISSIONERS**

By: \_\_\_\_\_  
As Deputy Clerk

By: \_\_\_\_\_  
Mayor Heather Carruthers

Date:

Approved as to form:  
Monroe County Attorney’s Office  
10/2/2020

*Cynthia F. Hall*

Attachment: MOU Ratification Page Teamsters (Ratification of Teamsters Union Contract - Extension)

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN  
TEAMSTER'S LOCAL UNION 769  
AND  
MONROE COUNTY BOARD OF COUNTY COMMISSIONERS ("COUNTY")**

This Agreement is entered into between Monroe County Board of County Commissioners ("County") and Teamster's Local Union 769 ("Union") as follows:

Whereas the parties agree that due to the extraordinary conditions and circumstances caused by the COVID 19 pandemic, it is in the interest of both parties to extend the current collective bargaining agreement for one year as follows:

1. The current Collective Bargaining Agreement will remain in full force and effect until the ratification of a new agreement to be effective October 1, 2021.
2. No existing past practices or prevailing rights will be altered or diminished by virtue of this extension agreement.
3. In the event that any other bargaining unit or any unrepresented employees of the County receive across-the-board structural compensation or benefit improvements during the life of this extension, those same structural improvements shall be provided to members of the Teamsters bargaining unit. Such improvements would include items like across-the-board cost-of-living-adjustments (COLA) or eligibility for across-the-board merit increases and following the County's normal administrative process for merit increases. Members of the bargaining unit as a whole would not be eligible for other specific improvements that apply to individuals or work groups, such as with promotions, job reclassifications, equity adjustments, education or certification increases, and the like. Individual members of the bargaining unit are still eligible for these types of compensation changes.
4. The County agrees to attempt to avoid layoffs or furloughs of Teamsters bargaining unit employees for the duration of this extension, however the County reserves the right to do so if business conditions warrant.

5. The parties agree to promptly seek ratification of this agreement in accordance with Florida Statute 447.309.

Signed this 5 day of October, 2020.

For the County

Sign: *RGT*

Date: 10/5/2020

Printed Name: Roman Gastesi

For the Union

Sign: *Josh Zivalich*

Date: 10/5/20

Printed Name: Josh Zivalich

*Candice Maddox  
10/5/2020  
Andre J Maddox*

Approved as to form:  
Monroe County Attorney's Office  
10/2/2020

*Cynthia L. Hall*

Attachment: Memorandum of Understanding for Teamster's Union No. 769 (Ratification of Teamsters Union Contract - Extension)