

MEMORANDUM OF UNDERSTANDING

EXTENSION OF THE OCTOBER 2020 THROUGH SEPTEMBER 2023 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE ALACHUA COUNTY BOARD OF COUNTY COMMISSIONERS AND THE NORTHEAST PUBLIC EMPLOYEES' LOCAL 630 LABORERS' INTERNATIONAL UNION OF AMERICA

August 8, 2023

The Alachua County Board of County Commissioners (the "County") and the Northeast Public Employees' Local 630 Laborers' International Union of North America ("LIUNA" and, together with the County, the "Parties") entered into a successor collective bargaining agreement ratified by the Board of County Commission on October 27, 2020 and covering the period of October 1, 2020 through September 30, 2023, and subsequently revised on February 14, 2023 (the "CBA"). Effective July 1, 2023, Chapter 447 of the Florida Statutes is amended effecting certain terms of the CBA, and the operations of LIUNA. There is currently pending litigation involving the new legislation, and additional amendments to Chapter 447 effective October 1, 2024.

In light of these changes, and the transitions, LIUNA requested to forgo collective bargaining for a new successor agreement until 2024, and to extend the current CBA for a six month period, October 1, 2023-March 30, 2024 (the "Extension"). The Parties met, bargained, and agreed on the following terms for the Extension on July 14, 2023.

1. This MOU will not become effective unless and until the BoCC approves the same at the August 8, 2023 meeting, or another public meeting.
2. The current CBA, including any memorandums of understanding entered into between the parties during this current term that have not been revoked, or otherwise no longer applicable, will be extended for one year from October 1, 2023 through September 30, 2024, unless the Parties mutually agree to change the term, or negotiate a successor agreement.
3. The Parties agree that unless or until there is a change in Chapter 447, or appropriate court order, Article 6 "Check-off of Dues" of the CBA will not be followed, and the County will not be collecting dues on behalf of LIUNA.
4. Article 15 "Wages/Compensation" shall be amended as follows:

Section 15.1 Classification and Pay Plan and Wages. Effective the first full pay period beginning on or after October 1, 2020, all salary ranges on the pay plan for members covered by this Agreement are listed on Attachment "B".

Effective the first full pay period on or after October 1, 2020, members covered by this pay plan will receive compensation adjustments in the following order:

- 1) 1.5% hourly wage increase
- 2) \$0.3365 hourly wage increase

- 3) Any employee that remains below the pay range in Attachment “B” after applying 1) & 2) will increase to the bottom of the range.
- 4) For number of years of service: ten cent (.10) per hour for 5-9.99 years, twenty cents (.20) per hour for 10-14.99 years, thirty cents (.30) per hour for 15-19.99 years, and forty cents (.40) for 20+ years of service as a classified employee of the County
- 5) After all of the previous adjustments are applied, no employee will receive less than a 3% increase in hourly wage.

Effective October 1, 2021, members covered by pay plan in Attachment “B” will receive the same across the board increase as Non-Bargaining Employees. Effective October 1, 2022, members covered by pay plan in Attachment “B” will receive the same across the board increase as Non-Bargaining Employees. ~~This paragraph only impacts increases for FY2021 and FY 2022 and does not apply to future negotiated increases.~~ Effective October 1, 2023, members covered by pay plan in Attachment “B” will receive the same across the board increase as Non-Bargaining Employees. This paragraph does not impact or apply to any future negotiated increases.

5. Article 21 “Term” shall be amended as follows: This Agreement shall become effective October 1, 2020, and remain in effect until midnight, ~~September 30, 2023~~ September 30, 2024, and shall remain in effect from year-to-year thereafter unless either party shall notify the other in writing of its desire to modify the Agreement.

This Memorandum of Understanding shall be effective upon approval by the Board of County Commissioners. The signatures below indicate the Parties’ tentative agreement to the terms of the MOU. The Parties shall retain all other CBA rights, and all other articles in the CBA remain unchanged, this memorandum does not alter any other agreements between the parties.

ALACHUA COUNTY



Michele Lieberman
County Manager

8/4/2023

Date Signed

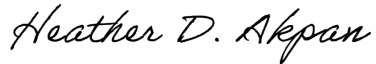
LIUNA



Ronnie Burris
Business Manager, LIUNA Local 630

July 31, 2023

Date Signed



Heather Akpan
Director of Human Resources

Approved as to Form:



Courtney L. Wilson
Senior Assistant County Attorney