

MEMORANDUM OF UNDERSTANDING

SECOND 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 (MERIT INCREASE AND PARENTAL LEAVE)

April 24, 2024

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").

Following changes to Chapter 447 of the Florida Statutes, 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"). Subsequent to the Extension Local 630 Laborers' International Union of North America provided their duly audited paid membership list to Public Employees Relations Commission ("PERC") as required by Chapter 447. LIUNA has conveyed to the County that there are no paying members for Local 630 and as such they did not meet the requirements for Certification as set forth in Chapter 447. LIUNA further asserts that they will not be filing a Representation-Certification Petition and as such they are acknowledging that they are not seeking to have a local bargaining unit for Alachua County at this time.

The Parties therefore agree.

1. This MOU will not become effective unless and until the BoCC approves the same at the May 14, 2024, meeting, or another public meeting.
2. The current CBA, including any memorandums of understanding entered between the parties during this current term, including the previous Extension MOU, that have not been revoked, or otherwise no longer applicable, will be extended, unless the Parties mutually agree to change the term, or negotiate a successor agreement.
3. Article 15 "Wages/Compensation" shall be amended as follows:

Section 15.1 Classification and Pay Plan and Wages

Effective the first full pay period following ratification of this provision, members covered by pay plan who were eligible (based on the approved eligibility criteria for a merit increase and were approved by their supervisor for said increase) will receive the merit pay retroactive to the first full pay period of October 2023. This retroactive payment will be paid to the eligible employees in a future paycheck within a reasonable time of ratification. For any employee who is still eligible to receive the merit

increase, this adjustment shall be included in their wages the first full pay period following ratification.

This paragraph does not impact or apply to any future negotiated increases.

4. Article 8 “Leaves of Absences” shall be amended as follows:

Section 8-14 Parental Leave

Effective immediately after of adoption of the Second Extension MOU employees shall be eligible for

Parental Leave as outlined in Employee Policy EP 7-17, as may be amended.

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

LIUNA

Michele Lieberman
County Manager

Ronnie Burris
Business Manager, LIUNA Local 630

Date Signed

Date Signed

Heather Akpan
Director of Human Resources

Approved as to Form:

Courtney L. Wilson
Senior Assistant County Attorney