



Kevin Madok, CPA

Clerk of the Circuit Court & Comptroller – Monroe County, Florida

DATE: May 29, 2025

TO: Bryan Cook, Director
Employee Services

ATTN: Megan Fiore Abreu, Senior Administrator
Human Resources

Kelly Cummings, Executive Administrator
Employee Services

FROM: Liz Yongue, Deputy Clerk

SUBJECT: May 21, 2025 BOCC Meeting

The following item has been executed and added to the record:

C9 Memorandum of Understanding (MOU) between Monroe County Board of County Commissioners and Teamsters Local No. 769 for the purpose of updating the list of job classifications included with the bargaining unit.

Should you have any questions please feel free to contact me at (305) 292-3550.

cc: County Attorney
Finance
File

KEY WEST
500 Whitehead Street
Key West, Florida 33040

MARATHON
3117 Overseas Highway
Marathon, Florida 33050

PLANTATION KEY
88770 Overseas Highway
Plantation Key, Florida 33070

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is made by and between *Teamsters Local Union No. 769* and *Monroe County Board of County Commissioners* (collectively, the “Parties”) for the purpose of updating the list of job classifications included within the bargaining unit.

WHEREAS, on April 7, 1994, the Florida Public Employees Relations Commission (PERC) issued Certification No. 1050, certifying a list of classifications within the bargaining unit as it existed at that time; and

WHEREAS, on June 24, 2024, the Teamsters filed a Representation-Certification Petition with PERC in Case No. RC-2024-219, which, among other things, sought to update the job classifications proposed for inclusion; and

WHEREAS, on October 16, 2024, the Parties entered into a new Collective Bargaining Agreement, with an effective date of October 1, 2024 (“2024 Collective Bargaining Agreement”); and

WHEREAS, Article 1 of the 2024 Collective Bargaining Agreement pointed out that the April 4, 1994 Certification was attached to the Agreement as Attachment B, but further provided that the Parties would update the certification by a subsequent Memorandum of Understanding (MOU) once PERC had issued a subsequent certification; and

WHEREAS, on October 24, 2024, PERC issued a Recommended Order, recommending certification of revised job classifications for inclusion in the bargaining unit as jointly proposed by the Parties; and

WHEREAS, on November 21, 2024, PERC issued an Order Directing Election and Transferring Case to Elections Division, Order No. 24E-934, which, among other things, approved the certification of the recommended job classifications in the bargaining unit; and

WHEREAS, on March 19, 2025, PERC issued Order 25E-0220 - Verification of Election Results and Recertification of Exclusive Collective Bargaining Representative, confirming the certification of the recommended job classifications in the bargaining unit;

NOW THEREFORE, the Parties agree as follows:

1. The job classifications listed in PERC Order 25E-0220 – Verification of Election Results and Recertification of Exclusive Collective Bargaining Representative dated March 19, 2025 have been approved for inclusion within the bargaining unit.
2. Exhibit A to the 2024 Collective Bargaining Agreement shall hereby be revised and replaced with the list of job classifications from paragraph 8 of the PERC Recommended Order dated October 24, 2024.
3. In all other respects, the terms of the 2024 Collective Bargaining Agreement between the Parties remain unchanged and in full force and effect.

This Memorandum of Understanding has been executed by the Parties this 21st day of May 2025:

BOARD OF COUNTY COMMISSIONERS
MONROE COUNTY, FLORIDA

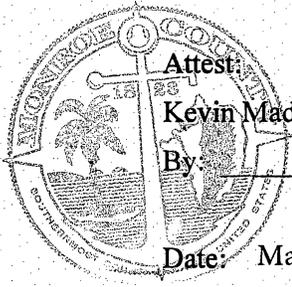
TEAMSTERS LOCAL UNION NO. 769

By: James K. Scholl
Mayor James K. Scholl

By: Josh Zill
Union President

Date: May 21, 2025

Date: 4/24/25



Attest:
Kevin Madok, Clerk

By: Eyath Umar
As Deputy Clerk

Date: May 21, 2025

FILED FOR RECORD
2025 MAY 29 PM 1:34
CLK. CIR. CL.
MONROE COUNTY, FLA

STATE OF FLORIDA
PUBLIC EMPLOYEES RELATIONS COMMISSION

TEAMSTERS LOCAL UNION NO. 769
AFFILIATED WITH THE
INTERNATIONAL BROTHERHOOD OF
TEAMSTERS,

Petitioner,

Case No. EL-2024-149
(Relates to RC-2024-219)

v.

MONROE COUNTY BOARD OF
COUNTY COMMISSIONERS,

Order No.: 25E-0220
Date Issued: March 19, 2025

Respondent.

_____ /

VERIFICATION OF ELECTION RESULTS AND RECERTIFICATION
OF EXCLUSIVE COLLECTIVE BARGAINING REPRESENTATIVE

A petition was filed pursuant to sections 447.305(6) and 447.307(2), Florida Statutes (2024), seeking recertification for the following bargaining unit:

INCLUDED: All full-time and regular part-time employees employed by Monroe County Board of County Commissioners in the following classifications:

Assistant Coordinator, Airport Maintenance
Automation Coordinator, Facilities Maintenance
Coordinator Airport Maintenance
Coordinator, Corrections
Equipment Operator
Facilities Maintenance, Senior Team Leader
Fleet Mechanic Generator Technician
Foreman, Roads and Bridges
Maintenance Worker 1 - Corrections Facilities
Maintenance Worker 1 - Facilities Maintenance
Maintenance Worker 1 - Janitorial Team Leader
Maintenance Worker 1 - Parks & Beaches
Maintenance Worker 2 - Facilities Maintenance
Maintenance Worker 2 - Parks & Beaches
Maintenance Worker 3 - Facilities Maintenance
Maintenance Worker 3 - Parks & Beaches

Maintenance Worker 4 - Corrections Facilities
 Maintenance Worker 4 - Facilities Maintenance
 Maintenance Worker 4 - Parks & Beaches
 Maintenance Worker 5 Team Leader - Corrections
 Facilities
 Maintenance Worker 5 Team Leader - Facilities
 Maintenance
 Maintenance Worker 5, Locksmith
 Maintenance Worker 5, Senior Team Leader
 Mechanic Generator Technician
 Operator, Heavy Equipment
 Operator, Heavy Equipment/Coordinator
 Parks and Beaches, Team Leader
 Parks Specialist 4
 Roads Technician 2
 Roads Technician 3
 Roads Technician 4
 Senior Specialist, Environmental
 Specialist, Environmental
 Team Leader Grounds
 Technician Pollution Control
 Technician, Sign Installation
 Transfer Station Operator, Solid Waste Management
 Transportation Driver
 Transportation Driver Veteran's Affairs

EXCLUDED: All temporary employees, grant employees, supervisors, and all other employees of the Monroe County Board of County Commissioners.

A secret ballot recertification election was conducted January 21, 2025, through February 25, 2025. The election results are as follows:

1.	Approximate number of eligible voters	<u>126</u>
2.	Void Ballots	<u>0</u>
3.	Votes cast for Petitioner	<u>50</u>
4.	Votes cast against participating organization(s)	<u>0</u>
5.	Valid votes counted	<u>50</u>
6.	Challenged ballots	<u>0</u>
7.	Valid votes counted plus challenged ballots	<u>50</u>
8.	Challenges are not sufficient to affect the results of the election.	

The Commission VERIFIES the results of the election conducted. The Petitioner received a majority of the valid votes plus challenged ballots. Pursuant to section 447.307(3)(b), Florida Statutes (2024), the Commission RECERTIFIES the Petitioner (OR-1986-047) as the exclusive collective bargaining representative for employees in the unit described above. Certification Number 1050,¹ previously issued to the Petitioner, remains in effect.

This order may be appealed to the appropriate district court of appeal. A notice of appeal must be received by the Commission and the district court of appeal within **thirty days** from the date of this order. Except in cases of indigency, the court will require a filing fee and the Commission will require payment for preparing the record on appeal. Further explanation of the right to appeal is provided in sections 120.68 and 447.504, Florida Statutes (2024), and the Florida Rules of Appellate Procedure.

It is so ordered.

CARPENTER, Chair, AARON and SASSO, Commissioners, concur.

I HEREBY CERTIFY that this document was filed and a copy served on each party on March 19, 2025.

BY:



Clerk



/ia

COPIES FURNISHED:

For Petitioner

D. Marcus Braswell, Esquire

For Respondent

Cynthia L. Hall, Esquire

Anjelica Harden-Ivanoski, Esquire

¹ The Commission's November 21, 2024, Order Directing Election contained a scrivener's error with regard to the Certification Number, which has been corrected in this order.