



APPROVED
BY ORANGE COUNTY BOARD
OF COUNTY COMMISSIONERS
FEB 24 2015 *LS/BS*

Memorandum

February 12, 2015

To: Mayor Teresa Jacobs
-AND-
Board of County Commissioners

From: *J. Ricardo Daye*
J. Ricardo Daye, Director, Human Resources Division

Contact: Pati Giambarberee, Human Resources Administrator
407-836-5828

Subject: **CONSENT AGENDA – February 24, 2015**
Memorandum of Understanding
Laborers’ International Union of North America

The County and the Laborers’ International Union of North America, Local 517 (LIUNA) reached concurrence on a three year contract for Fiscal years 2014-15, 2015-16 and 2016-17 in December, 2014. The Board of County Commissioners approved the contract on December 2, 2014.

Language in the LIUNA Agreement for Article 12 – Holidays and Article 26 were scheduled for implementation on March 15, 2015. This date was anticipated to coincide with revisions to Orange County Policy. Due to system configuration concerns, Human Resources has determined the effective date of these changes will occur on or about April 26, 2015.

A Memorandum of Understanding has been agreed to by both parties which allow the date of implementation of LIUNA Article 12 – Holidays and Article 26- Shift Differential to coincide with County Policy, but no later than May 10, 2015. The Memorandum is attached for your review.

Action Requested:

Approval of Memorandum of Understanding between the Laborers’ International Union of North America, Local 517 (LIUNA) and Orange County to revise the implementation dates for Article 12 – Holidays and Article 26 – Shift Differential.

Attachment

c: Ajit Lalchandani, County Administrator
Eric Gassman, Chief Accountability Officer
George Ralls, Deputy County Administrator
James Harrison, Assistant County Administrator
Chris Testerman, Assistant County Administrator
Randy Singh, Assistant County Administrator
Pati Giambarberee, HR Administrator, Human Resources

FEB 24 2015 CS/BS

MEMORANDUM OF UNDERSTANDING

The undersigned representatives of Laborers' International Union of North America, Local 517 (LIUNA) and Orange County hereby verify their consent to modify the implementation date for Article 12 – Holidays and Article 26 – Shift Differential.

Implementation of Article 12 – Holidays and Article 26 – Shift Differential shall occur in conjunction with the effective date determined by the Orange County Board of County Commissioners for the 2015 calendar year revisions to Orange County Policy 307 - Holidays and Policy 201.9 - Shift Differential, but no later than May 10, 2015.

Based on the foregoing, the Parties have executed this Memorandum of Understanding on this 3 day of February 2015.

LIUNA, Local 517

ORANGE COUNTY, Florida

By: [Signature]
David Brier, Business Manager

By: [Signature]
Ajit Lalchandani, County Administrator

