

# **COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN**

**FLORIDA AFL-CIO**

**AND**

**Washington-Baltimore News Guild  
TNG/CWA Local 32035**

**Effective January 1, 2018 through December 31, 2019**

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## **AGREEMENT**

This Agreement made and entered into this 1st day of February 2018, between the Washington-Baltimore News Guild TNG/CWA Local 32035 ("Guild") hereinafter referred to as the "Union" and the Florida AFL-CIO, hereinafter referred to as the "Employer".

## **PREAMBLE**

With both the letter and spirit of this Agreement as a basis, we seek to establish an equitable and harmonious relationship that will enable the Employer to operate effectively and efficiently while providing its employees with good wages and decent working conditions.

The spirit of this Agreement is one whereby the Employer will deal with its employees honestly, fairly and consistent with the principles of collective bargaining. The employees shall reciprocate by performing their duties with diligence and competence.

Employees further agree that they shall not disclose any confidential information obtained in the course of their employment.



## **ARTICLE I - UNION RECOGNITION**

The Employer recognizes the Union as the Exclusive Bargaining Agent for Bargaining Unit employees who are describe d and classified as professional, executive, administrative, technical, secretarial, skill/trade laborers and clerical employees for the purpose of collective bargaining regarding wages, hours of work, terms and conditions of employment. Excluded from the Bargaining Unit are Chief of Staff, Managers and employees designated as temporary.

The Employer agrees that if there are multiple union s under contract with the employees of the Florida AFL-CIO, the contract in place between the Florida AFL-CIO and the Guild shall be the guiding contract for all employees and shall take precedence over any and all other contracts.

The Employer agrees that the Guild Representative or his/her designated representative shall be the official spokesperson for said Union in any collective bargaining negotiations, grievance or matters of contract interpretation between the Union and the Employer. Said designated representative shall be presented to the Employer in writing prior to said person acting in such official capacity.

Union officials for the purpose of this Agreement shall mean the Guild Representative or his/her designated representatives and all duly appointed Union Stewards.

## **ARTICLE II - RIGHTS**

The Employer hereby agrees that every employee covered by this Agreement, shall have the right to freely organize, join and support Washington-Baltimore News Guild TNG/CWA Local 32035 or other Guild Local(s) having jurisdiction over the employees covered by this Agreement, for the purpose of engaging in collective bargaining; that it will not discriminate against any employee with respect to hours, wages or any terms or conditions of employment by reason of membership in any Guild local herein defined, or in the institution of any grievance, complaint or proceeding under this Agreement.

The Employer agrees to deduct the regular initiation fees and periodic dues and assessments uniformly required of the members of the Union upon being furnished a properly executive authorization form from each authorizing employee. The deductions shall be in a uniform and monthly manner. The Employer will transmit the foregoing deductions, as deducted, to the Officer of the Union empowered to receive such payments.

The provisions of this Agreement shall be applied without regard to race, creed, religion, color, national origin, age, sex, marital status, or handicap.

## **ARTICLE III - SPECIAL MEETINGS**

The Employer and the Union agree to meet and confer on matters of contract interpretation and coverage upon written request of either party. Such special meetings shall be held with ten (10) calendar days of the receipt of the written request and at a time and place mutually agreeable to both parties. Informal meetings may be held at any time upon verbal agreement of the Union and the Employer.

## **ARTICLE IV - USAGE OF UNION IDENTIFICATION**

Correspondence transmitted from the Employer's offices shall carry the Washington-Baltimore News Guild TNG/CWA Local 32035 label which shall include the appropriate Guild designation.

The Union shall furnish the employees with rubber stamps for the above purposes.

The Employer shall post, in mutually agreed place(s), the Washington-Baltimore News Guild TNG/CWA Local 32035 office sign. Such Union office sign or signs will be furnished by the Union.

## **ARTICLE V - SENIORITY**

Seniority, that principle of employment policy which accords certain benefits and privileges (as described below) to employees on the basis of length of service, is accepted and endorsed by the Employer and the Union.

Seniority means length of continuous service with the Employer and is cumulative regardless of classification. Time spent on paid leave of absences for all purposes shall be counted in computing an employee's seniority; time spent on unpaid leaves of absences and layoff in excess of 20 consecutive workdays shall not be counted in computing seniority. If two or more employees have the same seniority, the relative order of seniority among them for purposes of this agreement shall be determined by the birthday of the employees. The employee with a birthday closest to January 1st will be considered senior.

In filling vacancies which may occur in any of the positions covered by this Agreement, the Employer will advance or transfer employees covered by this Agreement who are qualified to perform the duties of the position. If two or more employees have equal qualifications, the employee having the longer term of service shall be given preference. None of this section shall prohibit the Employer from implementing its affirmative action plan extant at the time any decision is made under provisions of the Article.

## **ARTICLE VI - LAYOFF & RECALL**

In the case of a reduction of the work force, the rule of seniority shall prevail within a bargaining unit classification as described in Article I, that is, the last employee hired shall be the first laid off, and vice versa when recalled for service.

Employees laid off shall receive two weeks' notice or pay in lieu thereof. In the event of a layoff other than temporary (no temporary layoff shall exceed thirty (30) calendar days) the employee shall receive immediate pay for all accumulated paid leave in accordance with Article XVII as well as any pay due the employee.

Any employee laid off shall be placed on the recall list for a period of twelve (12) months.

The procedure for recalling after a reduction in work force shall include the condition that the employee must maintain on record with the employer his/her correct mailing address, after which the Employer will advise employees to be recalled by registered U.S. Mail, Return Receipt Requested. After receiving notice of recall, the employee shall immediately acknowledge the



receipt of same by Registered U.S. Mail, which date will be within five (5) days of the receipt of the recall notice. Should the employer not receive a reply from the employee with ten (10) days, the Employer shall remove said employee from the recall list.

An employee recalled shall receive his/her former rate of pay.

Should the Employer find cause for a reduction in work force, a letter of reference will be given to the laid off employee for the purpose of enhancing the employee's opportunity to secure employment elsewhere.

## **ARTICLE VII - GRIEVANCE AND ARBITRATION PROCEDURE**

A grievance within the meaning of this Agreement shall be defined as any controversy or dispute or disagreement arising out of an interpretation of application of particular clauses or terms of this Agreement and/or about alleged violations of this Agreement.

Both the Employer and the Union shall make every effort to informally resolve any grievance as defined above and in as expeditious a manner as possible.

### **Rules of Grievance Procession:**

1. A grievance shall be presented to the Employer or the Employers' designee within fifteen (15) working days from the date the employee could reasonably be expected to have knowledge of the existence of the facts constituting the grievance.

2. Time limits at any state of the grievance procedure may be extended by written mutual agreement of the parties involved at that step.

3. A written grievance shall be dated and signed by the aggrieved employee presenting it. A written decision shall be dated and signed by the appropriate Employer representative.

4. A grievance not advanced to the higher step within the time limit provided shall be withdrawn as having been settled on the basis of the decision most recently given. Failure on the part of the Employer or the Employers' designee to render a decision within the time limit set forth in any step shall entitle the employee to proceed to the next step.

5. When a grievance is reduced to writing there shall be set forth:

- a: A statement of the grievance and facts upon which it is based.
- b: The remedy or correction requested.
- c: The section or sections of this Agreement claimed to have been violated.

6. At any step of the grievance procedure the aggrieved employee may be accompanied by a Union Steward or other Union Representative as provided for in Article I of this Agreement.

### **Procedure:**

Step 1: The aggrieved employee shall present his/her grievance orally to his/her immediate supervisor and notifies the President of the Florida AFL-CIO. The aggrieved

employee may request a representative of his/her choosing to be present. Discussions will be informal for the purpose of settling differences in the simplest and most direct manner. The supervisor, after consulting and in agreement with the supervisory team, shall reach a decision and communicate it orally or in writing to the aggrieved employee within three (3) working days from the date the grievance was presented.

Step 2: If the grievance is not settled at the first step, the aggrieved employee shall reduce the grievance to writing, sign it, and present it to the President of the Florida AFL-CIO or his/her designee within five (5) working days. The Employer shall investigate the alleged grievance and have a meeting with the aggrieved employee within five (5) working days of the receipt of the written grievance. The Employer shall notify the aggrieved employee of his/her decision in writing no later than five (5) working days following the meeting date.

Step 3: If the grievance is not satisfactorily settled in Step 2, the aggrieved employee shall present it to the Florida Executive Committee, via the Secretary of the Florida AFL-CIO, within five (5) working days. The Executive Committee shall have a meeting with the aggrieved employee within ten (10) working days of the receipt of the written grievance. The Executive Committee shall notify the aggrieved employee of their decision in writing no later than five (5) working days following the meeting.

Step 4: If the grievance is not satisfactorily settled in Step 3, it may be submitted to arbitration no later than ten (10) working days from the date the last grievance step was concluded. If either party intends to submit the grievance to arbitration, that party shall give written notification of such decision to the other party within ten (10) days as specified herein. The arbitrator shall be selected by mutual agreement of the parties. If the parties fail to agree in the first instance on an appointment, the American Arbitration Association or the Federal or State Mediation and Conciliation Service shall be requested to provide a list of five (5) or seven (7) arbitrators from which a selection shall be made by alternately striking names from said list excepting the last name of the list which shall then be designated the appointed arbiter. Hearings before the arbitrator under the preceding sentence shall be conducted in accordance with the respective rules or regulations of whichever arbitration service is selected. Expenses for the arbitration services shall be borne equally between the Employer and the Union. The arbitrator's decision shall be final and binding, but the arbitrator shall have no power to alter, modify, amend, add to, or detract from the terms of this Agreement.

## **ARTICLE VIII - DISCIPLINE AND DISCHARGE**

Section 1. Employee shall not be discharged or otherwise disciplined except for just cause. An Employee may appeal a disciplinary or discharge action in accordance with the grievance procedure as set forth in Article VII. An Employee who is disciplined or discharged for just cause shall be furnished upon request of the employee with a written statement of the charge(s) and/or reason(s) for such action at the time of the disciplinary or discharge action.

Records of disciplinary action may be maintained in the disciplined employee's personnel file for up to one (1) year for minor offences and two (2) years for major offences. The employee's record may be cleared earlier when, in the judgment of the Employer, his/her past service record warrants such a change.



Section 2. Employees covered by this Agreement shall not be permitted to engage in partisan activities on behalf of any candidate in connection with election of the Employer's elected officers, except as provided in Article VII Section 7(d) of the Florida AFL-CIO Constitution and By-Laws. The routine handling of non-partisan, lists, etc., during the course of an election campaign, shall not be a violation of this provision and a change in supervisory personnel as the result of any such election shall not constitute just cause for the discharge of employees covered by this Agreement.

### **ARTICLE IX-SEVERANCE PAY**

Employees with more than 1 year of continuous service shall be entitled to severance pay when laid off in accordance with Article VI of this contract. Severance pay shall be as follows:

1 year	1 week
2 years	2 weeks
3 years	3 weeks
4 years	4 weeks
5 years	5 weeks
6 years	6 weeks
7 years	7 weeks

### **ARTICLE X - UNION BUSINESS**

The union will be allocated a maximum of ten (10) days for union business without loss of pay excluding bargaining team members. The leave must be requested by the union representative ten (10) days in advance unless there are extenuating circumstances and approved by the President of the FL AFL-CIO

### **ARTICLE XI - HOURS OF WORK & OVERTIME**

For Salaried/Exempt Employees:

It is understood that salaried employees exempt from eligibility for over-time pay have lengthy irregular, flexible work hours, and are expected to schedule their time and travel, in conjunction with their supervisors, in the manner most appropriate to the proper functioning of his/her assigned position.

For Hourly Employees:

1. Seven consecutive hours per day exclusive of meal periods will constitute a regular work day.
2. Thirty-five hours, Monday through Friday (seven hours per day, five days per week) shall constitute a regular work week.
3. Time and one half shall be paid for hours worked in excess of thirty five hours during a week.
4. Double time will be paid for all work on Sundays or Holidays.

Payment for any overtime is contingent on prior approval by his/her immediate supervisor.



## **ARTICLE XII - WORKING OUT OF CLASSIFICATION**

When an employee works out of his/her classification for more than thirty five (35) hours in any thirty day period of time, that employee shall be paid the higher rate of pay of the new classification, but in no event shall an employee have his/her pay reduced when working in a classification different from his/her own. For purposes of this Article only, the hourly rate for a salaried position shall be calculated by dividing the monthly salary by 151 hours. This clause shall not apply when such working out of classification covers another employee on a paid leave.

## **ARTICLE XIII - CONTINUING EDUCATION**

Employees covered under this Agreement shall be encouraged to enhance their work-related professional skills through various training opportunities. Expenses for employer-required training or classes will be borne by the Employer. For continuing educational training or classes requested in writing by the employee and approved in advance and in writing by the employer, tuition and book costs will be reimbursed to the employee upon successful completion of the course.

## **ARTICLE XIV - HOLIDAYS**

There shall be 16 paid holidays as follows:

### **For the calendar year 2018:**

The Employee's Birthday  
New Year's Day – 1/1 (Monday)  
Martin Luther King Jr Day – 1/15 (Monday)  
Good Friday – 3/30 (Friday)  
Memorial Day 5/28 (Monday)  
Independence Day – 7/4 (Wednesday)  
Labor Day – 9/3 (Monday)  
Veterans' Day Observed – 11/12 (Monday)  
Thanksgiving Holiday – 11/22, 23 (Thursday/Friday)  
Winter Break – 12/24, 25, 26, 27, 28, 31

### **For the calendar year 2019:**

The Employee's Birthday  
New Year's Day – 1/1 (Tuesday)  
Martin Luther King Jr Day – 1/21 (Monday)  
Good Friday – 4/19 (Friday)  
Memorial Day 5/27 (Monday)  
Independence Day – 7/4 (Thursday)  
Labor Day – 9/2 (Monday)  
Veterans' Day Observed – 11/11 (Monday)  
Thanksgiving Holiday – 11/28, 29 (Thursday/Friday)  
Winter Break – 12/24, 25, 26, 27, 30, 31

Any day(s) off authorized by the Employer shall be observed as a holiday or a day of mourning.

If a holiday falls on a Saturday, the preceding Friday shall be observed as the holiday. If a holiday falls on a Sunday, the Monday following shall be observed as a holiday. A holiday granted in accordance with this Agreement shall be considered as a day worked for the purpose of computing overtime and the work week.

#### **ARTICLE XV- EMERGENCY LEAVE**

Death in the immediate family: In the event of a death or critical illness to a member of an employee's immediate family, up to five (5) days emergency leave shall be granted to the employee upon request. If more than five (5) days are needed for the emergency, the additional days authorized may be charged against the employee's paid leave balance.

For the purpose of this Article, close family members will be included upon approval by an officer. Emergency leave shall not be accrued, carried over, or paid to an employee upon termination.

#### **ARTICLE XVI - JURY DUTY**

Employees shall be granted time off without loss of pay for reporting for jury duty upon presentation to his/her supervisor of evidence relating to jury duty. No deduction shall be made from any amount of compensation received for performing said jury duty.

#### **ARTICLE XVII - VOTING**

During a primary, general, or special election, an employee who is registered to vote, whose hours of work do not allow sufficient time for voting shall be allowed necessary time off with pay for this purpose.

#### **ARTICLE XVIII- PAID LEAVE**

##### **Section 1. Leave Days, beginning with the 2012 - 2013 year,**

- A) A salaried/exempt employee shall be entitled to thirty-seven (37) days during the first year and for each additional year of service one (1) day will be added to a maximum of forty-seven (47) days; from these days shall be deducted sick leave, mental health days and paid vacation.
- B) An hourly employee shall be entitled to twenty-seven (27) days (189 hours) during the first year and for each additional year of service one (1.4) day (9.8 hours) will be added to a maximum of forty-two (42) days (294 hours); from these days shall be deducted sick leave, mental health days, and paid vacation. One (1) day shall be awarded in the pay period immediately following the ratification of this agreement.
- C) Paid leave credit shall accumulate at a progressive rate, from pay period to pay period, but said accumulation shall not exceed a total of ninety (90) working



days at any time. When the ninety (90) day cap has been exceeded, the employee shall have thirty (30) days to reduce the accumulation to less than the ninety (90) day cap.

- D) The employer will provide meritorious attendance incentive pay to employees at separation, except for just cause, or to the employee's beneficiaries if service is terminated by death. Meritorious attendance incentive pay shall be determined as follows:
- 1) During the first three (3) years of employment, the daily rate of pay multiplied by a maximum of fifteen (15) days of accumulated earned leave credit.
  - 2) During and after the fourth (4<sup>th</sup>) year of employment, the daily rate of pay multiplied by a maximum of thirty (30) days of accumulated earned leave credit.
  - 3) During and after ninth (9<sup>th</sup>) year of employment, the daily rate of pay multiplied by a maximum of forty (40) days of accumulated earned leave credit.

Employees who resign within 30 calendar days of payment of the leave purchase option (Article XVIII, Section 2) shall have such pay deducted from meritorious attendance pay.

- E) All requests for use of accrued leave are subject to the approval of the President. Approval by the President must be obtained prior to use except in the case of illness or unavoidable personal circumstances.
- F) See addendum for email sent November 7<sup>th</sup>, 2017 for clarification of leave request process.

## **Section 2. Leave Purchase Option, beginning with the 2009-2010 year,**

- A) The employer shall purchase up to fifteen (15) days of unused leave earned by the employee during the year. Such purchase shall be at the employee's daily rate and shall be dependent upon the following conditions:
- 1) The employer has sufficient cash-carry-over funds at the completion of the applicable year,
  - 2) The employee has not used all of his/her leave days earned during the year or applicable period,
  - 3) The employee is employed on the last day of the contract year and December 1<sup>st</sup> respectively,
  - 4) The employee will have at least 25 leave days remaining on the books after the purchase of unused leave, and
  - 5) The employee shall submit a written request to the employer by July 10<sup>th</sup> and December 1<sup>st</sup> specifying the number of days he/she wants purchased. Ten (10) days maximum may be purchased each July and five (5) days maximum each December.
- B) The employer shall make payment for purchase of unused leave as soon as possible after receipt and verification of the employee's request. Such payments shall be subject to all applicable taxes and/or retirement contributions.

*Memorandum: The combined earned days/hours of vacation, sick leave, and mental health currently accrued, 2009-2010 year, by employees shall not be reduced as a result of the implementation of the paid Leave language.*

## **ARTICLE XIX - LEAVE OF ABSENCE**

The Employer may grant an employee an unpaid leave of absence from his/her work for compelling personal reasons or for professional purposes for a reasonable length of time. A copy of the notice of approval of a leave of absence will be given to the employee requesting such leave and to the Union. It is agreed that personal leaves of absence will not be granted to the extent that they interrupt the Employer's normal business.

## **ARTICLE XX - WELFARE AND INSURANCE**

1. **Eligibility.** All bargaining unit employees who elect coverage, from the date of employment through the date of termination beginning in January, 2016. Dependent eligibility is defined by the group plan.

2. The Employer agrees to provide Medical and Prescription Insurance at no premium cost to the employee and comparable to that provided officers of the Employer. In the event an employee is denied access to the group plan by the insurance company covering the group plan due to pre-existing or other medical conditions, he/she shall be entitled to receive direct payment of the individual employee premium amount that the Employer would have paid if the employee had been covered by the group plan for each month that the employee is not covered. Management shall make a good faith effort to locate and procure retiree health insurance for eligible employees. Management shall also look into increasing the covered amount of dental insurance.

- a) **Medical.** Throughout the length of the contract, covered out of pocket expenses above \$300 per calendar year capped (excluding prescription costs but including calendar year deductibles and copayment requirements) will be reimbursed by the Florida AFL-CIO subject to a \$3,000 limit per person. Prescription drug costs over \$1.00 for generic and \$15.00 for brand names will be reimbursed. Employee paid prescription costs shall not apply toward the \$100 out-of-pocket expense limit.
- b) **Dental.** The Employer agrees to provide Dental Insurance at no premium cost to the employee and comparable to that provided officers of the Employer.
- c) **Vision.** The Employer agrees to reimburse the employee up to \$400 per two-year period, toward the cost of eye care/wear.

3. **Submission of Proof.** In order to qualify for reimbursement, proof of all covered expenses must be submitted to the Employer within one year from the date on which such expenses were incurred.

4. **Discontinuance of Plan.** The Employer reserves the right to discontinue and terminate this plan for any reason whatsoever, however a similar or like plan must be substituted. Such expenses as shall be incurred prior to such discontinuance and termination shall be reimbursed pursuant to the terms of the Plan.



5. **Determinations.** All questions arising in the administration, application and interpretation of the Plan shall be subject to negotiation between the employee's union and the Employer.

## **ARTICLE XXI - PROBATIONARY PERIOD AND RESIGNATIONS**

### **Section 1 – Probationary Period**

All newly hired employees, regardless of classification, shall be considered on probation for the first one hundred and eighty (180) days of their employment. New employees will be reviewed by his/her supervisor at the end of ninety (90) day period and again at the end of one hundred and eighty (180) day period and will be advised of his/her status of employment. The employee should notify the Union of any problems or if any problems appear to be developing. Probationary employees may not utilize extended paid leave except in the case of illness or unavoidable personal leave. Probationary employees may be terminated at any time during their probationary period with or without cause, and without access to the contract grievance procedure. During the probationary period, all other rights and privileges conferred in the Agreement are in force. In some circumstances the probationary period may be extended for a specified period of time based upon approval of the President, employee and staff Union representative. Based on the evaluation at the end of the one hundred and eighty (180) day period, new employees may be eligible for a salary increase not to exceed the amount granted employees in the most recent contract.

### **Section 2 – Resignations**

1. Notice of intent to resign/retire must be presented in writing to the President no less than fifteen (15) days prior to the effective date.
2. Leave shall not be scheduled during this period.
3. Any employee who resigns/retires from his/her position according to the above conditions shall be released without prejudice. Any employee who fails to provide the required written notice according to the above conditions shall not be entitled to 50% of his/her meritorious attendance incentive pay (Article XVIII, 1D). In the event circumstances warrant the departure of the employee to be less than the required notice period stated above, the President may waive or reduce the meritorious attendance incentive pay penalty.
4. Employees who resign within 30 calendar days of payment of the leave purchase option (Article XVIII, Section 2) shall have such pay deducted from meritorious attendance pay (Article XVIII, 1D).

## **ARTICLE XXII - PENSION PLAN**

All Employees covered by this Agreement will be covered by the same Florida AFL-CIO pension plan that is in effect for the Officers of the Florida AFL-CIO. All cost of such plan shall be borne by the Employer.

### **ARTICLE XXIII -TRAVEL**

Expenses incurred during the course of travel in the line of duty in each employee's position shall be compensated for by using the guidelines and procedures adopted by the Executive Officers. Any exceptions shall be subject to approval by the President or President's designee.

A Labor Management Committee shall be formed to review field staff mileage and report findings to President and Union. Such report and any recommendations of the Labor Management Committee shall be subject to negotiations and the report shall be made available by January 1, 2019.

### **ARTICLE XXIV - SEVERABILITY/SAVINGS CLAUSE**

In the event a court of competent jurisdiction renders a final decision finding any practice or any provision of this Agreement invalid, only such practice or provision shall be null and void; otherwise, all other provisions or practices under this Agreement shall remain in full force and effect. In the event a practice or provision of the Agreement is found invalid, both the Employer and the Union will renegotiate such practice or provision in an attempt to correct same.

### **ARTICLE XXV- WAGES**

#### **Section 1 – Wages**

The wage schedules are set forth in Appendix "A" herein, and attached hereto shall become effective on the effective dates of the Agreement.

#### **Section 2 – Overpayment**

1. In the event any employee is overpaid, the following procedure shall be in effect:
  - a) Notification of said overpayment shall be provided in writing to employee with the supporting reasons for and dates of overpayment.
  - b) The employee shall reimburse the FL AFL-CIO the full amount of the verified overpayment on a basis mutually agreeable to by the employee and the President. Any waivers to the overpayment reimbursement must be approved by the Florida AFL-CIO Executive Committee.

### **ARTICLE XXVI - ENTIRE AGREEMENT**

1. This Agreement shall be effective as of January 1st, 2018 and shall remain in full force and effect until midnight, December 31, 2019, except as provided in paragraph 3 below and shall automatically be renewed from year to year thereafter unless written notice to modify or amend is given by either party at least sixty (60)



days before the aforementioned expiration date. In the event such notice is given, negotiations shall commence within a reasonable time after the giving of such notice.

2. During any reopening of negotiations for changes to take effect during the term of this Agreement, the existing provisions of the Agreement shall remain in full force and effect until modified sections are executed.
3. This Agreement may be reopened upon request of either party if any item is affected by legislation or significant rule change affecting the wages, hours, and terms and conditions of employment of bargaining unit members or by mutual consent of both parties.
4. This Agreement contained herein constitutes the full and complete agreement between the Union and the Employer and shall not be changed, altered, modified, or amended by either party except as provided in paragraph 3 above.
5. Any mention of the title of "President" in the CBA, is intended to reference the Florida AFL-CIO President.

FOR THE UNION:

FOR THE EMPLOYER:



Jeremiah Tattersall,  
Steward  
Washington-  
Baltimore News  
Guild TNG/CWA  
Local 32035

2/1/18



Mike Williams, President  
Florida AFL-CIO

2-1-2018

## Mike Williams

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**From:** Mike Williams  
**Sent:** Tuesday, November 7, 2017 11:50 AM  
**To:** Carlos Melendez; Dana Shumate; Danielle Thomas; David Fernandez; Eboni Nance; Helen Parker; Jeremiah Tattersall; Karen Houston; Kyle Gawroriski; Laverne Davis; Mike Stovall; Phyllis R. Garrett; Rich Templin; Salandra Benton; SW Chapter; Ted Parsons; William Lawson; Yennifer Mateo  
**Cc:** Mike Williams; Pablo DeLeon (pdeleon@aflcio.org); Andrew Spar; Andy Madtes AFSCME (amadtes@afscme.org); Cheryl Schroeder (cschroeder@wcffl.org); Claudie Pouncey (spacecoastafcioclc@gmail.com); Dan Reynolds (TAFLACO@aol.com); Eric Clinton (eclinton@unitehere.org); Erik W. Jones (ejones@ibew824.org); Fred Croon (fredcwa@bellsouth.net); James Lingley (jingley1972@aol.com); Josh Leclair (joshua.m.leclair@gmail.com); Nelson "Lanny" Mathis (lannymathis@gmail.com); Pat Emmert (aflciop@bellsouth.net); Pilar Forero (pilar.forero@federationmembers.org); Richard Jones (rjones@dc78.org); Russell Harper (russell\_harper@ibew177.org); Terry Joe Chapman (houndsman56@yahoo.com)  
**Subject:** Leave Time Reminder  
**Importance:** High

All Florida AFL-CIO Staff  
Sisters and Brothers:

Paid Leave Time is to be approved by the Office of the State Fed President. Paid Leave Time must be placed on the PLT calendar by the employee upon approval.

As a courtesy to those who may reach out to you by email while you are on leave, please turn on the "Automatic Replies (Out of Office)" feature in Microsoft Outlook where you can create a simple reply with your expected return date and alternate contact, if necessary. This courtesy will be helpful to our Affiliates who may be trying to reach you.

Call if you have any questions.

Fraternally,  
Mike Williams



Name	Area	Hire Date	Level as of 2018	2017 Salary	2018 (Green indicates inc \$2500 exp. Supplement)	Difference (2017 to 2018)	Union Counter Position Upgrades	Mgmt Proposed Percent raise	Total Proposed Percent Raises	2019 (Green indicates inc exp. Supplement)	Difference (2018 to 2019)	Union Counter Position Upgrades	Mgmt Proposed Raises Percent raise	Total Proposed Percent Raises	Notes
Eboni Nance	Miami	8/25/2017	0	\$39,325.00	\$39,600.00	\$275.00		0.70%	0.70%	\$41,195.00	\$1,595.00		4.03%	4.03%	
Yennifer A. Mateo Castillo	Flagler/Volusia	10/14/2013	4	\$39,350.00	\$40,800.00	\$1,450.00		3.68%	3.68%	\$42,250.00	\$1,450.00		3.55%	3.55%	
Karen Houston	Space Coast	8/12/2013	4	\$39,350.00	\$40,800.00	\$1,450.00		3.68%	3.68%	\$42,250.00	\$1,450.00		3.55%	3.55%	
Mike Stovall	North Florida	7/1/2013	4	\$41,850.00	\$43,300.00	\$1,450.00		3.46%	3.46%	\$44,750.00	\$1,450.00		3.35%	3.35%	\$2500 Exp Credit
Danielle Thomas	North West Florida	2/2/2015	3	\$40,650.00	\$42,100.00	\$1,450.00		3.57%	3.57%	\$43,550.00	\$1,450.00		3.44%	3.44%	\$2500 Exp Credit
Dana Shumate	Broward	7/5/2016	1	\$41,037.00	\$41,560.00	\$523.00		1.27%	1.27%	\$43,082.50	\$1,522.50		3.66%	3.66%	\$2500 Exp Credit
Kyle Gawroroski	West Florida	9/15/2017	0	\$35,750.00	\$36,000.00	\$250.00		0.70%	0.70%	\$37,450.00	\$1,450.00		4.03%	4.03%	
William Lawson	Central	12/7/2015	2	\$39,450.00	\$40,900.00	\$1,450.00		3.68%	3.68%	\$42,350.00	\$1,450.00		3.55%	3.55%	\$2500 Exp Credit
Ted Parsons	Palm Beach	8/17/2014	5	\$43,050.00	\$44,500.00	\$1,450.00		3.37%	3.37%	\$45,950.00	\$1,450.00		3.26%	3.26%	\$2500 Exp Credit
Jeremiah Tattersall	North Central	8/12/2013	4	\$39,350.00	\$40,800.00	\$1,450.00		3.68%	3.68%	\$42,250.00	\$1,450.00		3.55%	3.55%	
David Fernadez	Comms	1/30/2013		\$47,028.00	\$49,652.91	\$2,624.91	1.75%	3.30%	5.05%	\$52,261.43	\$2,608.51	1.75%	3.00%	4.75%	
Phyllis McGlothren Garrett	Leg/Pol Coor	1/28/2002		\$60,829.00	\$63,110.09	\$2,281.09	0.75%	3.00%	3.75%	\$65,476.72	\$2,366.63	0.75%	3.00%	3.75%	
Helen Parker	Exec Assistant	1/24/2011		\$42,136.00	\$44,053.19	\$1,917.19	1.25%	3.30%	4.55%	\$45,925.45	\$1,872.26	1.25%	3.00%	4.25%	
Richard Templin	Leg/Pol Dir	2/26/2001		\$73,614.00	\$76,300.91	\$2,686.91	0.75%	2.90%	3.65%	\$79,162.20	\$2,861.28	0.75%	3.00%	3.75%	
LeVern Davis	Sec/receptionist	4/17/2008		\$28,119.00	\$29,190.33	\$1,071.33	0.25%	3.56%	3.81%	\$30,168.21	\$977.88	0.25%	3.10%	3.35%	
Carlos Melendez	Bookkeeper	1/25/2016		\$43,984.00	\$45,479.46	\$1,495.46		3.40%	3.40%	\$46,889.32	\$1,409.86		3.10%	3.10%	
				\$694,872.00	\$718,146.89	\$23,274.89				\$744,960.82	\$26,813.93				

Indexes	Miami	Broward CLC						
Overall	110.00	105.00						
Percentage	110.00%	105.00%						YEAR 1 - 2018

Level	Base Pay	Miami CLC	Broward CLC	Step increase	Yearly raise:	\$1,200.00
0	\$36,000.00	\$39,600.00	\$37,800.00	3.33%		
1	\$37,200.00	\$40,920.00	\$39,060.00	3.23%		
2	\$38,400.00	\$42,240.00	\$40,320.00	3.13%		
3	\$39,600.00	\$43,560.00	\$41,580.00	3.03%		
4	\$40,800.00	\$44,880.00	\$42,840.00	2.94%		
5	\$42,000.00	\$46,200.00	\$44,100.00	2.86%		
6	\$43,200.00	\$47,520.00	\$45,360.00	2.78%		
7	\$44,400.00	\$48,840.00	\$46,620.00	2.70%		
8	\$45,600.00	\$50,160.00	\$47,880.00	2.63%		
9	\$46,800.00	\$51,480.00	\$49,140.00	2.56%		
10	\$48,000.00	\$52,800.00	\$50,400.00	2.50%		

One year experience granted for those hired on before June 30th of the calendar year and who work in a paid status for at least one day more than half the year.

Experience supplement of \$2500 credited upon hire is in addition to the amounts reflected on the salary structure.



Indexes	Miami	Broward CLC					
Overall	110.00	105.00					
Percentage	110.00%	105.00%				YEAR 2 - 2019	

Level	Base Pay	Miami CLC	Broward CLC	Step increase	Yearly raise:	\$1,200.00
0	\$36,250.00	\$39,875.00	\$38,062.50	3.31%		
1	\$37,450.00	\$41,195.00	\$39,322.50	3.20%		
2	\$38,650.00	\$42,515.00	\$40,582.50	3.10%		
3	\$39,850.00	\$43,835.00	\$41,842.50	3.01%		
4	\$41,050.00	\$45,155.00	\$43,102.50	2.92%		
5	\$42,250.00	\$46,475.00	\$44,362.50	2.84%		
6	\$43,450.00	\$47,795.00	\$45,622.50	2.76%		
7	\$44,650.00	\$49,115.00	\$46,882.50	2.69%		
8	\$45,850.00	\$50,435.00	\$48,142.50	2.62%		
9	\$47,050.00	\$51,755.00	\$49,402.50	2.55%		
10	\$48,250.00	\$53,075.00	\$50,662.50	2.49%		

One year experience granted for those hired before June 30th of the calendar year and who work in a paid status for at least one day more than half the year.

Experience supplement of \$2500 credited upon hire is in addition to the amounts reflected on the salary structure.