

Miami-Dade County, Florida/Public Health Trust and
Service Employees International Union Local 1991
Negotiations
Union Proposal
October 1, 2026

PROFESSIONALS CBA

ARTICLE V - NOTIFICATION, CONSULTATIONS AND NEGOTIATIONS

SECTION 2. NOTIFICATION, CONSULTATIONS AND NEGOTIATIONS

The Employer shall notify the Union in writing of any proposed changes in personnel policies or practices, which affect the terms and conditions under which employees work. Whenever possible, such written notification shall be provided the Union at least four (4) weeks in advance of the proposed implementation of the changes. If requested by the Union within ten (10) days of its receipt of such notification, the Employer will meet with the Union to discuss the proposed changes and to negotiate in good faith over the impact of such changes on unit employees.

It is understood that the foregoing paragraph relates only to changes in personnel policies and practices that fall within management's rights, and that no unilateral changes to any mandatory subjects of bargaining may be made absent agreement with the Union.

Examples of changes which entitle the Union to such notification include but are not limited to the following: the PHT or the County merging with or acquiring other hospitals or agencies; changes in job descriptions, specifications, qualifications or evaluation system; new or changed job classifications; plans for opening or acquiring new units.

Nothing in this article shall diminish the right of the Employer to take action described under Article xxv, Management Rights and Scope of this Agreement.

For the PHT

For the Union

