

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

RN CBA

Article XV – Employment Practices

Section 11. Parking Facilities

- A. The Employer will make every effort to provide adequate security in all parking facilities owned or rented by the PHT especially during change of shifts.

The Employer will continue its practice of providing one (1) month free parking for all employees whose cars are vandalized or stolen.

Employees are encouraged to contact the Security Department for afterhours escort to and from parking facilities.

Employees who pay a parking night shift rate who are coming on the PHT Main campus because they are on call or for another work assignment will be reimbursed any fees for parking in any of the PHT parking facilities between the hours of 9:00 a.m. to 5:00 p.m.

The employer will make every reasonable effort to provide onsite parking.

B. Remote Parking:

Where the employer is not able to provide onsite parking, it shall provide remote parking: The Employer agrees that employees shall not be subject to corrective actions, records of counseling, coaching, or adverse documentation for tardiness that is directly attributable to delays in employer-provided shuttle services. Furthermore, no tardiness caused by shuttle delays shall be counted as a valid occurrence of tardiness.

- C. The Employer agrees to maintain safe, secure, and adequate shuttle services at the Jackson South campus and for any other location where shuttle services are provided. Furthermore, the Employer agrees to provide safe parking facilities. This commitment includes, but is not limited to:

- Adequate lighting in all parking areas.
- Functioning and appropriately monitored surveillance cameras.
- Availability of security personnel, including an escort upon request for “off hours”.
- Any vandalism to vehicles while parking in the remote lot should be reported to security and/or police, and JMH will reimburse up to \$50.
- Real time response to reported safety concerns.

- The Employer agrees to meet with the Union upon request to review and address parking-related safety issues.

D. If the employer is unable to provide adequate onsite or remote parking, or adequate shuttle services, then the employer will reimburse the employee for parking costs incurred.

For the PHT

For the Union