

TRIPP SCOTT

Attorneys At Law
A Professional Association

PAUL O. LOPEZ
Direct Dial: 954.760.4921
Email: pol@trippscott.com

February 14, 2008

VIA REGULAR U.S. MAIL AND FACSIMILE

Ms. Patty Perry, Impasse Resolution Coordinator
STATE OF FLORIDA
PUBLIC EMPLOYEES RELATIONS COMMISSION
4050 Esplanade Way
Tallahassee, Florida 32399-0950

**Re: *Broward Community College Board of Trustees ("BCC") and
United Faculty of Florida ("UFF") Case No. SM-2007-038***

Dear Ms. Perry:

Please be advised that the undersigned represents Broward Community College in ongoing proceedings for the resolution of an impasse in labor negotiations with the United Faculty of Florida. This matter was submitted to Special Magistrate Thomas W. Young III for a report and recommendation, which was issued on February 2, 2008. BCC is grateful for the Special Magistrate's contributions to the resolution of this dispute, and approves and adopts the majority of his recommendations. For the reasons, specified below, however, BCC must respectfully reject three (3) recommendations of the Special Magistrate. This notice of rejected recommendations is provided to the commission pursuant to §447.403(3) *Fla. Stat.*

Rejected Recommendations

ISSUE # 3 – Health Care Benefits Task Force

Recommendation - The Special Magistrate has recommended that new CBA Article 6.12, proposed by UFF, be incorporated into the Collective Bargaining Agreement. The provision would provide for appointment of Task Force members by UFF, and require Task Force recommendations to be submitted to UFF for negotiation.

Cause for Rejection – BCC endorses the valuable role of the Task Force and the insights it provides for policy related to the College's health plan that is offered not only to faculty, but to all other represented and non-represented College employees. However, the Task Force has historically been a recommending body only, and the function of this proposal is to make the task force an additional, mandatory part of the bargaining process. Given the fact that the College has a single health plan for all its employees, the Task Force also has representatives from the represented and non-represented Professional Technical Staff and administration. Because the existing provisions of the CBA already require significant and cumbersome procedures in benefit negotiations,

110 Southeast Sixth Street • Fifteenth Floor • Fort Lauderdale, Florida 33301

Post Office Box 14245 • Fort Lauderdale, Florida 33302

Tel 954.525.7500 • Fax 954.761.8475

Fort Lauderdale • Tallahassee

AGENDA ITEM 

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ENCLOSURE

