



AMALGAMATED LOCAL 298, A.F.L.-C.I.O.

Affl. I.U.A.N. & P.W. AFL-CIO

THE FIGHT IS NOT OVER — YOUR UNION IS NOT BACKING DOWN

Brothers and Sisters,

We want every member to understand exactly what has happened during these negotiations and exactly where your Union stands today.

We have fought for you from day one, and we are prepared to keep fighting.

Local 298 did not come into this process to sit quietly at the bargaining table and accept whatever the City decided that it was willing to give you. **You elected us to fight for you—and that is exactly what we are doing.**

YOU CHOSE LOCAL 298 — AND THE CITY DIDN'T LIKE IT

From the very beginning, the City has worked to keep Local 298 from representing you and assisted your former union, FOPE, in its effort to keep us out.

They failed.

You chose Local 298 by nearly **70% of the votes cast.**

And because Local 298 was involved and fought for you, you received a **7% wage increase last year.**

That did not happen because the City suddenly decided to be generous.

It happened because your Union fought for it.

Remember that.

THE CITY DELAYED NEGOTIATIONS

After winning the election last October, we immediately requested that negotiations begin. The City refused to meet with your Union until **February 2026** to begin negotiations—approximately three months later.

Why?

While the City was delaying, **your Union was preparing.**

We came to the table with a comprehensive proposal—not just a demand for more money.

We came with solutions.

YOUR UNION BROUGHT A PLAN THAT COULD HAVE SAVED YOU MILLIONS

Our healthcare proposal would have dramatically improved your benefits while reducing what you pay out of your own pocket.

Under our proposal:

- Healthcare benefits would have been improved.
- Employee out-of-pocket costs would have been reduced approximately by **50%**, in some cases more.
- For a single employee on the base plan, the reduction would have been approximately **100%**—meaning no more out-of-pocket monthly contribution's to you, the employee.
- We also proposed the Union's pension plan, which is approximately **120% funded** and projected to be nearly **125% funded** by **December 31, 2026**.

Based on the information the City provided to us, our proposal could have saved the City and its employees approximately **\$3 million** in the first **year**.

When the City's projected **9% healthcare increase** was considered, the total difference was approximately **\$3.8 million**, including approximately **\$3 million in savings to City employees**.

Read that again.

We brought the City a proposal that could improve your healthcare, lower your costs, provide a pension plan, and save the City and you and your co-workers millions of dollars. At no additional cost to the City.

And yet the City did not simply take the deal, instead they delayed negotiations.

MONTH AFTER MONTH, THE CITY STALLED

Negotiations frequently occurred only **once a month**, sometimes -taking even longer to meet.

Meanwhile, we believe the City was attempting to undermine confidence in your Union by suggesting that Local 298 might not remain your representative.

Let's be absolutely clear:

Local 298 is here.

We are not going anywhere.

And we are not going to be intimidated into accepting a bad contract.

Then we discovered that the City had been working on a healthcare Request for Proposal, or RFP.

The City knew about this process as early as December 2025, yet the City never told your Union at the bargaining table while we were negotiating healthcare benefits, until very recently.

Ask yourself:

Why?

Why keep that information from the Union while we were sitting across the table proposing a healthcare plan that could improve your benefits and save the City millions of dollars?

We believe the membership deserves an answer.

THE CITY'S OWN NUMBERS RAISE SERIOUS QUESTIONS

The City has also attempted to challenge our plan, as well as our calculations concerning healthcare.

But the City's own financial information tells a story that cannot simply be ignored. Certain benefits—including the clinic and short-term disability, long-term disability, and life insurance—were subsidized separately by the City and were not included in the medical premium contributions.

The City initially refused to provide us with its report to the State of Florida, claiming it needed additional time to determine whether it could provide it—even though we had already obtained that document from the State's website.

When we obtained and reviewed the information, the numbers were staggering.

According to the report, the City's benefit plan lost approximately **\$660,000 during the 2024/25 plan year**, reducing reserves.

The report projected that the plan would lose more than **\$2 million in reserves during the 2025/26 plan year**.

Then what happened?

Employees were hit with approximately a **17% increase in contributions**, while coverage was reduced totaling a 23% increase.

Those are not our numbers. Those are numbers that were presented to you, and to the State.

And we will provide you with a copy of the report.

We believe you are smart enough to read the numbers and decide for yourselves.

THEN THE CITY CHANGED THE DEAL

The City had previously offered **4% in Year One and 4% in Year Two** of a two-year agreement.

We believed that offer was largely consistent with what had already been budgeted after the 7% increase you received last year.

But your Union did not believe 4% and 4% was enough.

We asked for a **three-year agreement with substantially higher wage increases and longevity increases.**

We negotiated.

We waited.

We continued showing up.

And after approximately six months, the City made a dramatic move.

The City moved and implemented to **Cigna** for healthcare without negotiating that change with your Union at the bargaining table.

The City then presented its healthcare proposal after never countering the Union's healthcare proposal.

And then something else happened.

The 4% and 4% wage offer disappeared.

Gone!

The City moved to a **one-year agreement with a 0% wage increase.**

Think about that.

After offering **4% and 4%**, the City came back with **0%**.

That is not a minor adjustment.

That is a complete reversal.

DON'T BLAME AMENDMENT 3 FOR EVERYTHING

The City has pointed to Amendment 3 as a reason for its change in position.

But there is a major problem with that explanation.

The City was already aware of Amendment 3 when it previously offered the **4% and 4% wage increases.**

So if Amendment 3 was truly the reason the City could not afford to provide a wage increase, **why was the City offering 4% and 4% after Amendment 3 was already known?**

That is a question the City needs to answer.

Your Union has another concern.

The City's own actuary indicated that an additional 9% funding was needed for healthcare reserves for the 2026/27 plan year.

The City then withdrew the wage increase and moved to a 0% wage proposal while changing healthcare plans.

We believe the timing deserves serious scrutiny.

Our position is that the City should not take money out of employees' pockets and then expect employees to accept a 0% wage increase.

WE HAVE FILED CHARGES

We are not sitting on the sidelines.

We have filed **unfair labor practice charges with PERC** concerning the City's conduct and our position that the City has failed to negotiate in good faith.

We will continue pursuing those charges.

We will continue negotiating.

And we will continue fighting.

HERE IS WHERE WE STAND

Let there be no confusion.

Your Union is not going to sign a bad contract just so the City can say it has a contract.

We are not going to accept less simply because the City wants you to.

We are not going to allow the City to divide us.

And we are not going to allow anyone to convince you that your Union is going away.

Local 298 is here.

We believe you deserve a fair wage, affordable healthcare, a secure retirement, and a contract that recognizes the value of the work you perform for this City every single day.

If the City wants to reach an agreement, **we are ready to negotiate.**

But our position is clear:

WE WANT A 5% WAGE INCREASE FOR THIS YEAR.

If the City will not agree to that, then we are prepared to allow the contract to expire rather than accept a contract that we believe you will not ratify and does not adequately compensate you.

We start over.

And understand this:

We have nothing to lose by standing together.

We have already won.

You elected Local 298 by nearly 70%.

Because Local 298 was involved, you received a 7% wage increase.

We brought a healthcare proposal that could have saved the employees millions of dollars.

We proposed your request for a defined benefit pension plan.

We continued showing up while the City delayed.

We uncovered information that we believe the membership has a right to see.

And we believed the City crossed the line, so **we filed charges with PERC.**

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We did not come this far to quit now.

THIS IS ABOUT MORE THAN ONE CONTRACT

This is about whether City employees are going to have a real voice at the bargaining table.

It is about whether the City can make promises and then take them away.

It is about whether healthcare decisions affecting your family can be made without meaningful negotiation with your Union.

It is about whether the City should deny providing you decent retirement benefits.

It is about whether the City can treat people who work for this City every day unfairly.

We believe the answer must be NO.

Your Union will continue to fight.

But we need you to stand with us.

Stay informed. Stay united. Do not let anyone divide you.

When we stand together, the City has to listen.

When we stand together, we have leverage.

When we stand together, **we cannot be ignored.**

LOCAL 298 WILL NOT BACK DOWN.

WE WILL NOT ACCEPT 0% WAGE INCREASES.

WE WILL NOT ACCEPT NO PENSION BENEFITS.

WE WILL NOT ACCEPT NO HEALTH CARE SAVINGS FOR OUR MEMBERS.

WE WILL NOT BE DIVIDED.

WE WILL FIGHT FOR THE CONTRACT YOU DESERVE.

The fight is not over.

In fact, we are just getting started.



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