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MEMORANDUM OF UNDERSTANDINGSENIORITY/PROPERTY UNIT  
AFSCME, LOCAL 1907

The City of Miami and AFSCME, Local 1907 enter into this Memorandum of Understanding on the application of Seniority, as specified in Article 51 of the labor agreement, to the Property Unit of the Police Department. It is agreed by the parties that Seniority shall be applied as follows:

1. When the Police Department determines it needs to fill a vacancy on either "B" or "C" shift on a temporary basis, the Department will assign the necessary employee(s) to fill the vacancy. The assignment of employees to fill a vacant position shall be from those employees in the Property Unit working on the "A" shift by order of least seniority.
2. When an employee is assigned from the "A" shift to the "B" or "C" shift, the temporarily assigned "A" shift personnel along with those employees already on the shift with the vacancy ("B" or "C") shall have the opportunity to bid for the vacancy and work schedule on the shift where the vacancy is being filled. Order of most seniority shall be applied to establish "B" and "C" shift assignments.
3. To the extent possible, the Police Department will provide employees, who are temporarily assigned to "B" or "C" shift, six days notice.

The parties agree that the annual bidding of shift assignments and days off shall occur on a calendar year basis and not by October 1<sup>st</sup> of each year as currently specified in the labor agreement. The parties also agree that the Property Unit, including all functions in the Property Unit are considered a "Unit" with two or more shifts as specified in Article 51 of the labor agreement. All positions within the Property Unit will be open for bid by seniority.

Charlie Cox  
Charlie Cox, President  
AFSCME, Local 1907

3/5/97  
Date

R. Sue Weller  
R. Sue Weller  
Labor Relations Officer

3/5/97  
Date