

MEMORANDUM OF UNDERSTANDING**AFSCME, Local 1907****Settlement of Grievance No: 2007-10****Perfect Attendance - Tax**

This Memorandum of Understanding is entered into this 12th day of June, 2008 between the City of Miami ("City") and AFSCME, Local 1907 ("Union") to settle Grievance No. 2007-10.

WHEREAS, Article 39.14 of the collective-bargaining-agreement (effective October 1, 2007 through September 30, 2010) between the City and the Union states:


In recognition of those employees who display perfect attendance in any one calendar year, the City will present the employee with a certificate of appreciation. There will be an annual drawing of fifty (50) employees by an individual selected by the Director of Employee Relations or designee and the Union President from the pool of eligible employees with perfect attendance. Each of the fifty (50) employees whose name is drawn shall receive a one hundred (\$100) dollar cash prize. In order to qualify for perfect attendance recognition, the employee must not have utilized any sick leave, nor been on disability, nor have been in any without pay status during the year.

WHEREAS, on October 19, 2007, the Union filed Grievance No. 2007-10 related to \$100.00 perfect attendance cash prize. Specifically, that no taxes were to be deducted from the \$100.00 cash prize.

NOW THEREFORE, the City and the Union agree to settle Grievance No. 2007-10 by paying the fifty (50) perfect attendance for 2006 selected employees (See Attachment 1 - list of employees) a gross sum of \$48.48 [net \$32.65].

During the duration of the 2007-2010 collective-bargaining-agreement between the City and the Union, the City agrees to increase the payment amount for the selected perfect attendance employees under Article 39.14 (years 2007, 2008, 2009); thus allowing the employee to receive the \$100.00 net payment.

This settlement relates specifically to the issue presented above and is not case-precedent.


Charlie Cox, President
AFSCME, Local 1907


Pedro G. Hernandez
City Manager