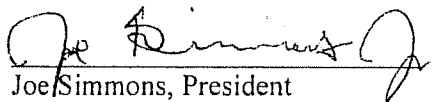


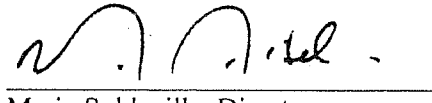
MEMORANDUM OF UNDERSTANDING

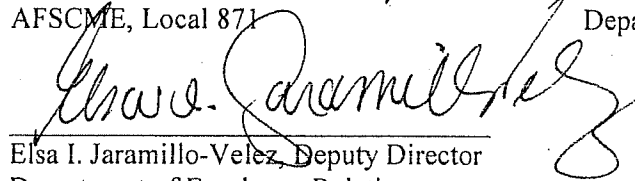
Clarifying Article 44.1 of the  
Collective Bargaining Agreement (2007-2010)  
Accident Review Committee

This Memorandum of Understanding is entered into this 2nd day of May, 2008 between the City of Miami and AFSCME, Local 871 to clarify the language of Article 44.1 of the Collective Bargaining Agreement (2007-2010) pertaining to the Accident Review Committee as follows:

44.1 All accidents involving a City vehicle will be reviewed by the Accident Review Committee. The Accident Review Committee is comprised of the following five (5) committee members: (1) Department of Solid Waste Director or designee, (2) the City's Safety Officer or Risk Management Director, (3) Solid Waste Safety Officer, (4) the Union President or designee, and (5) another Union member. At all committee meetings, there shall be at least one (1) union representative. The Accident Review Committee shall develop objective standards and criteria for determining whether an accident was preventable, non-preventable, or operational based on the facts.

  
Joe Simmons, President  
AFSCME, Local 871

  
Mario Soldevilla, Director  
Department of Solid Waste

  
Elsa I. Jaramillo-Velez, Deputy Director  
Department of Employee Relations