

MEMORANDUM OF UNDERSTANDING

Clarifying Article 37 - Substance /Alcohol – Personnel Screening
of the AFSCME 871 Collective Bargaining Agreement (2007-2010)

This Memorandum of Understanding is entered into this 6th day of October, 2008 between the City of Miami, Florida ("City") and the Florida Public Employees Council, Local 871 ("AFSCME 871") (jointly "the Parties") to amend the 2007-2010 collective bargaining agreement as follows:

ARTICLE 37.21 – INITIAL TEST - URINE

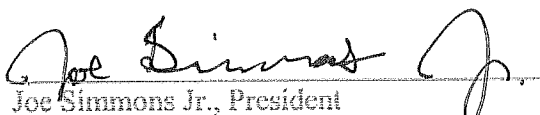
WHEREAS, Article 37 (Substance Alcohol – Personnel Screening), specifically section 37.21, in part, states: "The following cutoff concentrations shall be applicable to determine whether specimens are negative or positive for the following drugs or classes of drugs utilizing the initial test procedure:

| | Initial Test Level (ng/ml) |
|--------------|----------------------------|
| Methaqualone | 750 |

NOWHEREFORE, the Parties agree to amend Section 37.21 as provided herein to accurately reflect that the cutoff concentrations for Methaqualone during the initial testing shall be 300.


Elsa Jaramillo-Velez
Deputy Director
Department of Employee Relations

9/30/08
Date


Joe Simmons Jr., President
AFSCME, Local 871

10/6/08
Date