

MEMORANDUM OF UNDERSTANDING

IAFF Grievance #11-00

In resolution of IAFF Grievance #11-00, the City of Miami and the International Association of Firefighters, Local 587, agree to the following provisions:

1. Vacation Leave Accrual: The parties agree that vacation leave will be accrued and banked for the month if the bargaining unit member is in a pay status for any part of the month. (Example: Firefighter X begins working in a pay status on July 31, 2001, or separates from the City on July 1, 2001, he/she will accrue vacation for the month of July). It is understood however, that the year-end vacation penalty, previously agreed upon by the parties, for time in a without pay status throughout the year will continue to apply.
2. Sick Leave Accrual: The parties agree that sick leave will be accrued for the month once a bargaining unit member is in a pay status during the month for:
 - 80 hours / 40-hour workweek
 - 96 hours / 48-hour workweek
 - 104 hours / 52-hour workweek

The hours in pay status will be counted from the 1st of the month and not based on a full pay period.

3. Accrual Period Basis: It is understood by the parties that while the above accruals specify a monthly accrual; the crediting of accruals occur on a pay period basis. Should an employee who is eligible for an accrual as specified above not be credited for said accrual the accrual will be manually credited.

R. Sue Weller, Labor Relations Officer

Date

Edward Pidermann, IAFF President, Local 587

Date

D Vacation/Sick leave accrual