

MEMORANDUM OF UNDERSTANDING

42 HOUR WORK WEEK

IAFF, LOCAL 587

This Memorandum of Understanding is entered into between the City of Miami and the International Association of Firefighters, Local 587 to clarify the intent of the parties, specifically Articles 23 and 24 of the 1995-1998 labor Agreement, as it applies to leave time accumulations, conversions, banks and payoffs for employees working on a 42 hour work week.

The parties hereby agree that leave time accumulations, conversions, banks and payoffs for employees working on a 42 hour work week will be prorated based upon a 48 hour work week.

The leave time accumulations, conversions, banks and payoffs for employees working on a 42 hour work week will be in accordance with the attached conversion charts.

R. Sue Weller  
R. Sue Weller  
Labor Relations Officer

6/29/95  
Date

William Bryson  
William Bryson, President  
IAFF, Local 587

6/29/95  
Date

## 42 HOUR CONVERSION AND HOUR ACCUMULATION

### 48 TO 42 HOUR FORMULA:

48 HOURS X 87.5% = 42 HOURS

### 42 TO 48 HOUR FORMULA:

42 HOURS X 1.143 AND ROUND TO LOWEST HOUR = 48 HOUR TIME

EXAMPLE: FF CONVERTS 1000 HOURS OF 48 HOUR TIME TO 875 HOURS OF 42 HOUR TIME. TO CONVERT BACK:

875 X 1.143 = 1000.125, ROUNDED TO LOWER HOUR = 1000 HOURS

### 42 HOUR I, EPL, AND E TIME ACCUMULATION:

I = 8.75 HOURS PER MONTH

E = 8.75 HOURS PER HOLIDAY

EPL = 17.5 HOURS ANNUALLY

### I TIME ANNUAL PAY OFF:

AFTER 525 HOURS MAY OPT FOR PAY FOR ALL HOURS IN EXCESS OF 52.5 HOURS ANNUALLY...

OR MAY OPT TO CREDIT TO VACATION LEAVE AT RATE OF 4.375 FOR EACH 8.75 HOURS EARNED.

### IF AND K TIME:

42 HOURS PER YEAR.

### 42 HOUR CAPS FOR I TIME:

1050 HOURS AND 50% FOR EACH ADDITIONAL HOUR.

### PREMIUM PAY:

ONE-HALF ACTUAL TIME WORKED ON THE HOLIDAY.

### HOLIDAYS:

8.75 HOURS FOR EACH HOLIDAY WHETHER WORKED OR NOT.

### VACATION:

BASE PER YEAR = 105 HOURS

LONGEVITY VACATION (YEARS 6,7,8,9,10) = 8.75 HOURS PER YEAR

LONGEVITY VACATION (YEARS 11 AND UP) = 4.375 HOURS PER YEAR

VACATION CARRYOVER = 150 HOURS

### CALL BACK PAY:

REMAINS 4 HOUR MINIMUM.

# VACATION PENALTY CALCULATION

42 HOURS - FIRE FIGHTERS

<u>Work Hours Lost W/O Pay</u>	<u>Considered As</u>	<u>Penalty</u>
105 thru 181	1 month	1/12 of annual accrual of Vac.
182 thru 363	2 months	2/12 of annual accrual of Vac.
364 thru 545	3 months	3/12 of annual accrual of Vac.
546 thru 727	4 months	4/12 of annual accrual of Vac.
728 thru 909	5 months	5/12 of annual accrual of Vac.
910 thru 1091	6 months	6/12 of annual accrual of Vac.
1092 thru 1273	7 months	7/12 of annual accrual of Vac.
1274 thru 1455	8 months	8/12 of annual accrual of Vac.
1456 thru 1637	9 months	9/12 of annual accrual of Vac.
1638 thru 1819	10 months	10/12 of annual accrual of Vac.
1820 thru 2001	11 months	11/12 of annual accrual of Vac.
2002 thru 2184	12 months	12/12 of annual accrual of Vac.