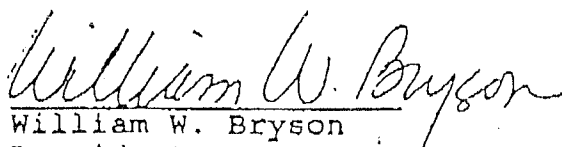
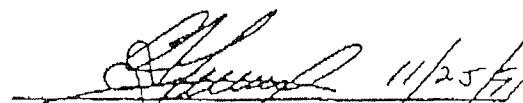


The Department and Local 587 agree that the following will apply when administering the Class Action Settlement (#14-90), Officer Call Back Agreement.

When Officers must be called back, they will be called back progressing from the highest ranking vacant classified position to the lowest ranking vacant classified position. To prevent Officers from serving in Fire Fighter positions, the City will not be required to call back Officers if there are enough Officers on duty to fill Officer positions regardless of rank.


William W. Bryson
President
Local 587


Chief Carlos A. Gimenez
Director
Fire, Rescue & Inspection
Services Department

11/21/91
Date

Call Back of Officers

In July, 1990 the City of Miami (hereinafter "the City") changed its practice of calling back officers for officers for purposes of acting. The International Association of Firefighters, Local 587 (hereinafter "the Union") filed a Class Action grievance (#14-90) protesting the City's actions. In a full and complete settlement of this grievance, the City and the Union agree as follows:

1. Effective immediately, the City upon the necessity to call-back a bargaining unit employee to serve in a vacant position will call back an officer for a vacant officer position.

2. The Union agrees that any instances where an officer was not called back to replace an officer prior to the settlement of this grievance said employee is not entitled to any compensation.

The Department and Local 587 agree that the following will apply when administering the Class Action Settlement (#14-90), Officer Call Back Agreement.

When Officers must be called back, they will be called back progressing from the highest ranking vacant classified position to the lowest ranking vacant classified position. To prevent Officers from serving in Fire Fighter positions, the City will not be required to call back Officers if there are enough Officers on duty to fill Officer positions regardless of rank.

[approved November, 1991]