

MAR 04 '94 16:37

882 P02

Memorandum of Understanding

The parties agree to this Memorandum of Understanding as it relates to lateness, AWOL and abandoning a duty post. This agreement supersedes all other agreements on these subjects.

Reporting for Duty

- 1) All bargaining unit employees shall report for duty/work on time.
- 2) A bargaining unit employee will be late for duty/work if he/she does not report in person at the prescribed reporting time. He/she shall be fined "V", "E" or other appropriate time for the period of lateness and may receive appropriate progressive discipline for being late.
- 3) A bargaining unit employee will be considered Absent Without Leave (AWOL) if he/she fails to communicate with his/her supervisor within thirty (30) minutes of the prescribed reporting time.
 - a) He/she shall be fined "V", "E" or other appropriate time for the period of Absence Without Leave and may receive appropriate progressive discipline for being AWOL.
 - b) A bargaining unit employee who communicates his/her lateness, but has not been granted use of earned (CL), vacation (V), earned personal leave (EPL) or approved time without pay (W) due to an emergency situation must report to duty within one (1) hour of the prescribed reporting time or shall be considered Absent Without Leave (AWOL) and receive appropriate progressive discipline for same.

Further: Abandoning a Duty Post

- 4) All bargaining unit employees shall remain on duty until properly relieved.
- 5) Bargaining unit employees who leave duty without proper relief shall be carried "W" for the period of Absence Without Leave and may receive appropriate progressive discipline for being AWOL.

In acceptance of the agreement, the parties acknowledge same by their signatures below.

International Association of Fire
Fighters, Local 587

William Bryson

William Bryson, President
I.A.F.F., Local 587

On the part of the City of Miami,
Miami, Florida

Carlos Gineez

Carlos Gineez, Director
Department of Fire, Rescue and
Inspection Services

7/15/92
Date

CIVIL SERVICE BOARD
MAR - 4
PM 4:51

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