

MEMORANDUM OF UNDERSTANDING
between the City of Miami and I.A.F.F. Local 587


In full and final resolutions of I.A.F.F. Grievance #6-88 the parties agree as set forth below:

1. The training will be of no more than 2 weeks in duration.
2. No bargaining unit member will be required to attend more than 1 training session in a 6 months period. i.e. Training ends February 10, 1988, member cannot be scheduled for another class which changes work hours until August 10, 1988.
3. All bargaining unit members participating in a training course as specified in the memo of understanding will be given 2 months advance warning prior to the change of their work schedule.
4. Bargaining Unit members who have scheduled vacation which conflicts with the training session, will be excused from the session. (Those members who wish to attend the training session will have their vacation rescheduled so as to allow them the opportunity to attend).
5. "R" days are to be rescheduled for those whose "R" day falls within the training period, at the discretion of the District Chief 6 weeks prior to or after the training.
6. All Bargaining Unit members placed on a 40 hour training schedule will be paid a 5% differential for the 2 week work period.
7. Training offered by the department on a volunteer basis which is mainly for self improvement and in which the members schedule is not altered will not fall under this agreement.
8. Training in duration of two weeks or less which deals with conditions of employment or benefits which are directly job related and which would require a member to alter his schedule from a 24 hour on to 48 hour off work week to a 40 hour work week will fall under this agreement.

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9. Training approved under this agreement includes
A. Officer candidate school.
10. Training not agreed to under number 8 which Management deems it to be held on a 40 hour work week schedule shall be negotiated with the Union prior to implementation of the training.
11. This agreement covers only the students of training programs and does not cover any bargaining unit members who teach any of these training courses.
12. Local 587 voluntarily withdraws and abandons the grievance #6-88 and waives any other claim arising out of the incident that gave rise to the grievance.

Date: 8-10-88



Dean R. Mielke
Labor Relations Officer



Louis A. Kickasola
I.A.F.F. Local 587