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May 7, 2019

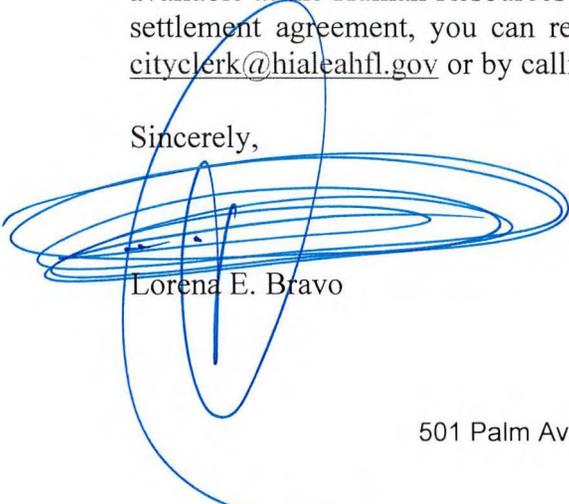
Dear Former Employee,

Re: Settlement payment due from the City of Hialeah, Florida

As you may be aware, in July 2018, AFSCME and the City of Hialeah entered into a Settlement Agreement and General Release of AFSCME's Petition to Enforce the final administrative order entered by PERC in rescinding the City Council's impasse decision dated July 13, 2010. The settlement required that the City pay a specific amount of money to each of the employees listed in Exhibit A to the settlement agreement. The settlement was challenged unsuccessfully by certain retired employees who were excluded from the settlement. Now that all judicial proceedings have concluded, the City is prepared to pay to each of those employees listed in Exhibit A the sum of money owed to them as identified in the Exhibit. You are listed as one of those employees. A check in your name and in the amount listed under the column heading "TotalxFactor" minus withholdings for income taxes is being held at the City of Hialeah, Human Resources Department.

Please contact the Human Resources Department by calling 305-883-8053 to make an appointment on a date and time of your convenience to pick up your check. For your convenience, a copy of the settlement agreement has been posted on the City's website in the Human Resource Department's webpage at www.hialeahfl.gov. A copy for your review is also available at the Human Resources Department. If you would like to receive a digital copy of the settlement agreement, you can request a copy at no charge from the City Clerk by email at cityclerk@hialeahfl.gov or by calling (305) 883-5820.

Sincerely,



Lorena E. Bravo