

MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF HIALEAH &
HIALEAH ASSOCIATION OF FIRE FIGHTERS, I.A.F.F., LOCAL 1102
SUSPENDING VACATION TIME ACCRUALS IN EXCESS OF 360 HOURS

THIS MEMORANDUM OF UNDERSTANDING (“MOU”) is entered into by and between City of Hialeah (“CITY”) and Hialeah Association of Fire Fighters, I.A.F.F., Local 1102 (“UNION”), collectively referred to herein as “PARTIES.”

WHEREAS, the City’s response to the global health pandemic relies heavily on the work done by its fire/rescue personnel;

WHEREAS, reliable, continuous attendance of healthy personnel at work advances the City’s interests in serving the public throughout the crisis;

WHEREAS, Article 42, Section 6 of the current collective-bargaining-agreement between the City and the Union provides that all vacation in excess of 360 hours must be used by December 31st of each year; and

WHEREAS, forcing fire/rescue members to take vacation accruals in excess of the contract limit to avoid losing earned vacation undermines the City’s objective in maintaining a reliable, dependable, continuous workforce of first responders.

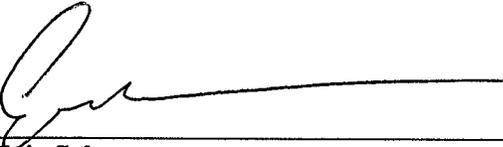
NOW, THEREFORE, in consideration of the mutual promises contained herein and other good and valuable consideration, the following is hereby agreed between CITY and UNION:

1. For the calendar year 2020, the requirement contained in Article 42, Section 6 of the current collective bargaining agreement requiring that vacation hours in excess of 360 hours be used by December 31, 2020 is hereby suspended for the remainder of the calendar year 2020. Employees can accrue vacation in excess of 360 hours without risk of loss if not used by December 31, 2020. The maximum accrual limit of 360 hours including the requirement that

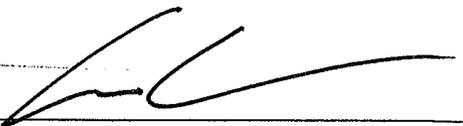
the excess be used prior to December 31 of each year shall be reinstated beginning January 1, 2021 for the calendar year 2021.

2. The amount of vacation hours in excess of 360 accrued during this period of suspension shall be used no later than December 31, 2021. The number of vacation hours in excess of 360 accrued during this period of suspension shall be used prior to any employee's separation from employment such that the hours in excess of 360 shall not be paid out as part of any severance pay. All vacation hours accrued during this period of suspension, including any vacation hours credited to employees beginning January 1, 2020, which exceed 360 hours total, shall be used no later than December 31, 2021. Failure by any employee to reduce vacation time banks to 360 maximum accrued hours prior to December 31, 2021 will result in a forfeiture of the excess hours.
3. This MOU constitutes the entire understanding and agreement between the PARTIES can be modified, amended, or revoked only by written consent of both PARTIES.
4. This MOU shall be interpreted pursuant to the laws of the State of Florida.

THIS MOU is executed by and between the parties on the dates and times as referenced below, in Miami-Dade County, Florida.

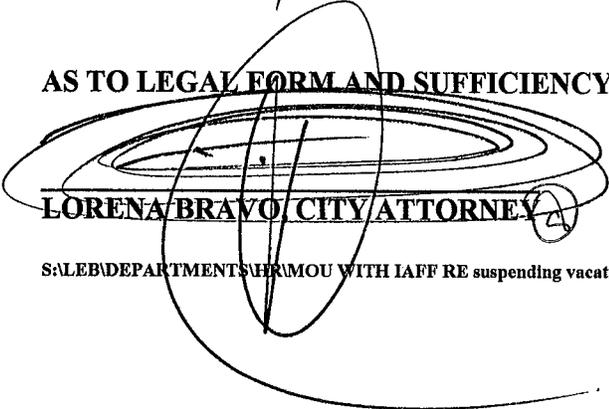


Eric Johnson
IAFF Union President
Date: 09/28/20



Carlos Hernandez, Mayor
Date: 9/29/2020

AS TO LEGAL FORM AND SUFFICIENCY:



LORENA BRAVO, CITY ATTORNEY

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