

MEMORANDUM OF UNDERSTANDING


WHEREAS, the International Union of Police Associations ("IUPA") and the State of Florida ("State") are parties to a collective bargaining agreement.

WHEREAS, the parties have a dispute over the application of language in their former collective bargaining agreement involving the administration of at Article 18 regarding special compensatory leave.

WHEREAS, the parties have subsequently resolved any dispute prospectively in an amicable manner through ratified contract language appearing in the 2004-2005 collective bargaining agreement.

WHEREAS, in light of the foregoing the parties desire to resolve any pending grievances or arbitration arising out of the disputed language and special compensatory leave at Article 18.

1. The State agrees to transfer, upon request of the employee, forty (40) hours from the employee's sick leave balance into the employee's special compensation leave balance.

2. The transfer will occur once on ^{October 31} ~~September 30~~, 2005. 

3. To be eligible the employee must be employed by the State in a Law Enforcement unit position on or before July 1, 2004.

4. The employee must have at least forty (40) hours in their sick leave balance in order to be eligible for the transfer.

5. In the event the transfer of forty (40) hours has the effect of increasing the employee's special compensation balance above the two hundred and forty (240) hour cap contained in the contract the employee will be allowed a balance above the two

hundred and forty (240) hour cap, subject to Article 18 of the collective bargaining agreement.

6. Two (2) bargaining unit employees named in pending arbitrations, Terrance Bing and Kathy Chidsey, are excluded from the terms of this memorandum for the purposes of their individual leave balances. Ms. Chidsey will be permitted to transfer up to forty-eight (48) hours.

7. The State agrees to increase the minimum call back hours contained in Article 24, Section 4 to four (4) hours.

8. By execution of this memorandum, IUPA is withdrawing all pending grievances (including class grievances) and arbitrations arising out of the issue of offsetting sick leave and special compensation leave including but not limited to:

Case Number: 02-02086

Case Number: 02-00526


Case Number: 01-02222

Case Number: 01-03795

Case Number: 03-00031

9. Each party will be responsible for their own fees and costs.


State of Florida


IUPA

Date: August 16, 2005

Date: 8/16/05