

MEMORANDUM OF UNDERSTANDING

ARTICLE 28, GROUP INSURANCE

This Memorandum of Understanding ("MOU") is entered into this 14 day of March 2018 between the City of Miami ("City") and AFSCME, AFL-CIO, Local 1907 ("Local 1907") (jointly "the parties") to modify the 2014 – 2017 operative Collective Bargaining Agreement ("CBA") as follows:

WHEREAS, the Parties have met and mutually agree to modify and add to Article 28 of the operative CBA as it relates to Life and Accidental Death and Dismemberment (AD&D) insurance for all eligible bargaining unit member.

WHEREAS, Local 1907 had secured a multi-year rate guarantee from Mutual of Omaha.

NOW THEREFORE, Local 1907 has secured a multi-year rate guarantee from Reliance Standard.

WHEREAS, the City agreed to pay \$8.08 per eligible bargaining unit member per pay period to Local 1907.

NOW THEREFORE, the City agrees to pay \$7.94 per eligible bargaining unit member per pay period to Local 1907.

WHEREAS, Local 1907 provided life insurance coverage to all eligible bargaining unit members was in the amount of \$35,000.00.

NOW THEREFORE, Local 1907 provided life insurance coverage to all eligible bargaining unit members is in the amount of \$40,000.00.

WHEREAS, Local 1907 provided AD&D coverage to all eligible bargaining unit members was in the amount of \$70,000.00.

NOW THEREFORE, Local 1907 provided AD&D coverage to all eligible bargaining unit members is in the amount of \$80,000.00.

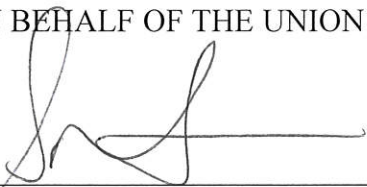
Local 1907 agrees to continue to secure life insurance and accidental death and dismemberment coverage for all the eligible bargaining unit members throughout the term of this contract and agrees to provide policy and rate documentation to the City at the City's request.

This MOU supersedes any and all prior agreements, and/or policies regarding Union provided Life and Accidental Death and Dismemberment insurance. Additionally, this MOU shall automatically become null and void once this Life and AD&D language is incorporated into the next operative CBA.

AFSCME Local 1907, CBA
Article 28, Group Insurance

DATED this 14 day of March, 2018.

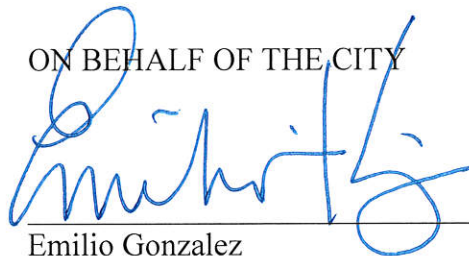
ON BEHALF OF THE UNION



Sean Moy
President
AFSCME, AFL-CIO, LOCAL 1907

03-14-2018
Date

ON BEHALF OF THE CITY



Emilio Gonzalez
City Manager
CITY OF MIAMI, FLORIDA

3/14/18
Date