

93-11  
City of Miami

L. A. GIMENEZ  
Fire Chief



CESAR H. ODIO  
City Manager

MANDATORY CALL-BACK PROCEDURE

The Department and Union recognize that emergency crisis situations may occur (i.e. hurricanes, mass casualty incidents, civil disturbances) in which there is little or no time to prepare an adequate response using normal call-back procedures.

Should an emergency situation occur, off-duty hiring procedures may be suspended by the Fire Chief upon notification to the Union. The Union recognizes the Fire Chief's right to declare an emergency and take necessary action to protect life and property but reserves the right to grieve that an emergency existed.

1. Personnel shall be called on an as needed basis.
2. The Department shall assign personnel, when possible, in a manner that will ensure an equitable distribution of the work load.
3. Assignment shall be mandatory. Failure to report for duty once notified will constitute an act of insubordination in an emergency.
4. Any benefits provided in the labor contract shall not be modified or abridged by this agreement.

\_\_\_\_\_  
On behalf of the Union  
William Bryson  
President Local #587

\_\_\_\_\_  
On behalf of the Department  
Carlos A. Gimenez  
Fire Chief

12/9/93  
Date

FH/megt  
12/09/93

# City of Miami

C. A. GIMENEZ  
Fire Chief



CESAR H. ODIO  
City Manager

March 9, 1994

W. Bryson  
President Local #587  
2980 N.W. South River Drive  
Miami, Florida 33125

Dear President Bryson:

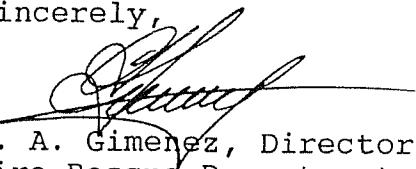
On May 28, 1993 several events took place that required both City, Police & Fire Departments to prepare for a state of emergency. The Los Angeles riots and the pending verdict to the Lozano trial taking place in Orlando led intelligence personnel to believe that a potential riot situation existed in the City of Miami.

In response to this riot potential, the Fire Chief ordered task force groups to be mobilized. Due to the short notice of four hours, the Chief of Firefighting suspended normal overtime call-back procedures and called employees back by using a voluntary list generated by the District Chiefs. Such lists have been used in the past with the Union's consent.

The Union subsequently filed Grievance #4-93 in response to those Fire Department actions outlined herein. The Fire Department and the Union negotiated and signed Mandatory Call-Back Procedures. As a result of that agreement, the Fire Department considers Grievance #4-93 settled.

The Fire Department agrees to apply in all future emergency situations, the Mandatory Call-Back Procedures and all applicable policies contained in the Operational Procedures Manual.

Sincerely,



C. A. Gimenez, Director  
Fire-Rescue Department

CAG/FH/megt

cc: Sue Weller - Labor Relations  
Chief Wheeler  
Chief Shelton  
Chief Mestas  
Chief Hernandez