

MEMORANDUM OF AGREEMENT
Arbitration No. A2013-241
Grievance No. 2013-08-14

This Memorandum of Agreement ("Agreement") is made and entered into this 17th day of ~~September 2014~~, by and between the City of Buffalo ("City") and the Buffalo Professional Firefighters Association, Inc. Local 282 ("Local 282").

February 2015

WITNESSETH

WHEREAS, Local 282 filed grievance number 2013-08-14, alleging that the City violated Articles XXVII and IX of the parties' collective bargaining agreement, specifically the Perfect Attendance Incentive added to the latter Article by agreement between the parties under the direction of Arbitrator Foster on July 22, 1993. This class action grievance alleged that members had not received monetary compensation per the Perfect Attendance Incentive due to being Absent Without Leave ("AWOL") or suspended from duty; and

WHEREAS, the City denies any violation as claimed by Local 282; and

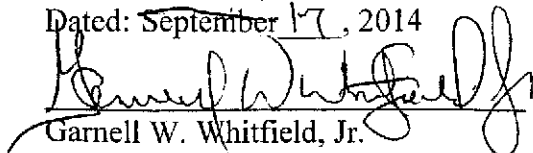
WHEREAS, the parties desire to enter into an agreement resolving this grievance,

NOW, THEREFORE, for good and valuable consideration, the adequacy of which is acknowledged by both parties, it is hereby agreed as follows:

- 1) The Union shall withdraw grievance 2013-08-14.
- 2) The City of Buffalo shall credit each of the following members with 8 credit hours previously not awarded under the Perfect Attendance Incentive in Fiscal Year 2012-2013:
 - a. Terrance Wallace
 - b. Christopher Whelan
 - c. James Whalen
- 3) Any member who did not receive his or her full Perfect Attendance Incentive credit due to being AWOL or suspended from duty prior to Fiscal Year 2012-2013 hereby waives the right to seek retroactive compensation.
- 4) Beginning in Fiscal Year 2013-2014, members shall not be disqualified from any portion of their Perfect Attendance Incentive due to being AWOL or suspended from duty.

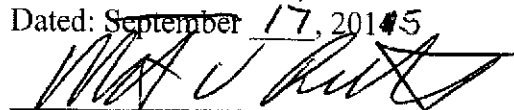
February

Dated: September 17, 2014


Garnell W. Whitfield, Jr.
Commission of Fire, City of Buffalo

February

Dated: September 17, 2014


Daniel Cunningham
Vice President, Local 282

MARTIN V. BARRETT

Omar R. Price February 17, 2014

Omar R. Price
Director of Employee Relations