

Sanchez, Rodzandra (COE)

From: Diaz-Greco, Gilma M. (COE)
Sent: Wednesday, October 10, 2018 4:50 PM
To: Sanchez, Rodzandra (COE)
Subject: INQ 18-226, Sunny Thomas, SPIRIT Program Manager, Miami-Dade Clerk of the Courts (Outside Employment)

INQ 18-226 Thomas

From: Diaz-Greco, Gilma M. (COE)
Sent: Wednesday, October 10, 2018 4:49 PM
To: Thomas, Sunny (COC) <Sunny.Thomas@miamidade.gov>
Cc: Arrojo, Jose (COE) <Jose.Arrojo@miamidade.gov>; Murawski, Michael P. (COE) <Michael.Murawski@miamidade.gov>; Perez, Martha D. (COE) <Martha.Perez2@miamidade.gov>; Turay, Radia (COE) <Radia.Turay@miamidade.gov>
Subject: INQ 18-226, Sunny Thomas, SPIRIT Program Manager, Miami-Dade Clerk of the Courts (Outside Employment)

Dear Mr. Thomas:

You have inquired whether activities you perform on a volunteer basis to promote GSAF/OPEIU, Local 100 AFL-CIO union (GSAF) constitute outside employment (OE) requiring filing OE paperwork on a yearly basis.

As background, you advise that you are a County employee working as a SPIRIT Program Manager for the Miami-Dade Clerk of the Courts. You also serve as a volunteer for the GSAF, of which you are a member. Your volunteer duties include promoting union membership at GSAF meetings, handing out union leaflets, and reaching out to prospective members via your private email. Your volunteer work for the union takes place in the evenings and on Saturdays, outside of your County work hours. You advise that you are not compensated for these volunteer activities.

Based on these facts we find that your uncompensated volunteer activities for GSAF do not constitute outside employment, and you will therefore not be required to complete the yearly OE paperwork. This is because the County Commission on Ethics has previously determined that serving as an unpaid volunteer does not constitute outside employment. See INQ 09-84 (Outside employment does not encompass unpaid volunteering on behalf of a union or charitable organizations).

This opinion is based on the facts presented. If these facts change, please contact us.

Cordially,

Gilma (Mimi) Diaz-Greco
Staff Attorney



Miami-Dade Commission on Ethics and Public Trust
19 W. Flagler Street, Suite 820
Miami, FL 33130
Tel: (305) 579-2594
Fax: (305) 579-0273

gdiazgr@miamidade.gov
www.facebook.com/MiamiDadeEthics

From: Diaz-Greco, Gilma M. (COE)
Sent: Tuesday, October 09, 2018 3:34 PM
To: Thomas, Sunny (COC) <Sunny.Thomas@miamidade.gov>
Subject: RE: Employee union activity

Thank you for clarification- your original email also mentioned OPEIU – so I needed to clarify

From: Thomas, Sunny (COC)
Sent: Tuesday, October 09, 2018 3:31 PM
To: Diaz-Greco, Gilma M. (COE) <Gilma.Diaz-Greco@miamidade.gov>
Subject: RE: Employee union activity

It is GSAF local 100

Thanks,

Sunny K. Thomas
SPIRIT Program Manager
COC - Miami Dade County
Ph# 305 679 1107

The environment concerns us all. Print this only if unavoidable...

From: Diaz-Greco, Gilma M. (COE)
Sent: Tuesday, October 09, 2018 3:29 PM
To: Thomas, Sunny (COC) <Sunny.Thomas@miamidade.gov>
Subject: RE: Employee union activity

Mr. Thomas:

For which union do you perform volunteer activities? Please advise and thank you-

Gilma (Mimi) Diaz-Greco
Staff Attorney



Miami-Dade Commission on Ethics and Public Trust
19 W. Flagler Street, Suite 820
Miami, FL 33130
Tel: (305) 579-2594
Fax: (305) 579-0273
gdiazgr@miamidade.gov
www.facebook.com/MiamiDadeEthics

From: Thomas, Sunny (COC)
Sent: Thursday, September 27, 2018 3:13 PM
To: Diaz-Greco, Gilma M. (COE) <Gilma.Diaz-Greco@miamidade.gov>
Subject: RE: Employee union activity

Thank you,

Sunny K. Thomas
SPIRIT Program Manager
COC - Miami Dade County
Ph# 305 679 1107

The environment concerns us all. Print this only if unavoidable...

From: Diaz-Greco, Gilma M. (COE)
Sent: Thursday, September 27, 2018 1:51 PM
To: Thomas, Sunny (COC) <Sunny.Thomas@miamidade.gov>
Subject: RE: Employee union activity

Thank you for your response. I will conduct some research regarding this issue and will repond as soon as possible, probably next week.

Regards,

Gilma (Mimi) Diaz-Greco
Staff Attorney



Miami-Dade Commission on Ethics and Public Trust
19 W. Flagler Street, Suite 820
Miami, FL 33130
Tel: (305) 579-2594
Fax: (305) 579-0273
gdiazgr@miamidade.gov
www.facebook.com/MiamiDadeEthics

From: Thomas, Sunny (COC)
Sent: Thursday, September 27, 2018 11:53 AM
To: Diaz-Greco, Gilma M. (COE) <Gilma.Diaz-Greco@miamidade.gov>
Subject: RE: Employee union activity

Good morning,

Thanks for the quick response.

Activities/work: attend monthly meetings and union promotion activities. Occurs during evening or weekend.

Compensation: not compensated.

Work hours: outside of County work hours. Evening / weekend.

Thank you,

Sunny K. Thomas
SPIRIT Program Manager
COC - Miami Dade County
Ph# 305 679 1107

The environment concerns us all. Print this only if unavoidable...

From: Diaz-Greco, Gilma M. (COE)
Sent: Wednesday, September 26, 2018 4:44 PM
To: Thomas, Sunny (COC) <Sunny.Thomas@miamidade.gov>
Subject: RE: Employee union activity

Good afternoon:

This matter has been assigned to me for response. Please provide additional information regarding your employee union activities:

What type of work do you perform for the Union?

Are you compensated by the union for the work you perform for them?

Is the work conducted within your County work hours, or outside of your County work hours?

Please advise and thank you.

Gilma (Mimi) Diaz-Greco
Staff Attorney



Miami-Dade Commission on Ethics and Public Trust
19 W. Flagler Street, Suite 820
Miami, FL 33130
Tel: (305) 579-2594
Fax: (305) 579-0273
gdiazgr@miamidade.gov
www.facebook.com/MiamiDadeEthics

From: Ethics (COE)
Sent: Wednesday, September 26, 2018 4:33 PM
To: Diaz-Greco, Gilma M. (COE) <Gilma.Diaz-Greco@miamidade.gov>
Subject: FW: Employee union activity

Mimi,

Please handle this. I am assuming that this is at the tip of your fingers. Thank you, Jose

From: Thomas, Sunny (COC)
Sent: Wednesday, September 26, 2018 11:53 AM
To: Ethics (COE) <ethics@miamidade.gov>
Subject: Employee union activity

Good morning,

I am seeking a clarification. Is Employee Union activity (such as in GSAF Local 100 or OPEIU local) considered outside employment ?

Could you please advise?

Thanking you,

Sunny K. Thomas
SPIRIT Program Manager
COC - Miami Dade County
Ph# 305 679 1107

The environment concerns us all. Print this only if unavoidable...