

Sanchez, Rodzandra (COE)

From: Diaz-Greco, Gilma M. (COE)
Sent: Tuesday, April 10, 2018 9:39 AM
To: Sanchez, Rodzandra (COE)
Subject: FW: Outside Employment - Ethics Opinion, Myra Marlow, Human Resource Manager, WASD, Outside Employment, INQ 18-85

INQ 18-85 Marlow

From: Marlow, Myra (DSWM)
Sent: Monday, April 09, 2018 3:25 PM
To: Perez, Martha D. (COE) <Martha.Perez2@miamidade.gov>
Cc: Centorino, Joseph (COE) <Joseph.Centorino@miamidade.gov>; Murawski, Michael P. (COE) <Michael.Murawski@miamidade.gov>; Diaz-Greco, Gilma M. (COE) <Gilma.Diaz-Greco@miamidade.gov>; Turay, Radia (COE) <Radia.Turay@miamidade.gov>; Sifontes, Michelle (DSWM) <Michelle.Sifontes@miamidade.gov>
Subject: RE: Outside Employment - Ethics Opinion, Myra Marlow, Human Resource Manager, WASD, Outside Employment, INQ 18-85

Good afternoon Martha. It was a pleasure speaking with you as well and thank you for your kind assistance in this inquiry.

From: Perez, Martha D. (COE)
Sent: Monday, April 09, 2018 2:46 PM
To: Marlow, Myra (DSWM) <Myra.Marlow@miamidade.gov>
Cc: Centorino, Joseph (COE) <Joseph.Centorino@miamidade.gov>; Murawski, Michael P. (COE) <Michael.Murawski@miamidade.gov>; Diaz-Greco, Gilma M. (COE) <Gilma.Diaz-Greco@miamidade.gov>; Turay, Radia (COE) <Radia.Turay@miamidade.gov>
Subject: RE: Outside Employment - Ethics Opinion, Myra Marlow, Human Resource Manager, WASD, Outside Employment, INQ 18-85

Good morning Myra,

It was a pleasure speaking with you. You inquire whether a County employee who is engaged in labor union activities, as a steward or leader, is required to disclose his or her outside employment pursuant to Section 2-11.1(k)(2) of the County Ethics Code. You ask in light of certain employees of the Department of Solid Waste Management who have expressed to you that they are not required to disclose any outside employment by virtue of their union positions. (You clarified in our conversation that this inquiry does not concern whether union representation is considered outside employment).

I have reviewed the Collective Bargaining Agreement between the County and AFL-CIO Solid Waste Employees, Local 3292, and have not found any provision in the agreement which exempts union leaders, stewards or representatives, who are employed by the County on a full-time basis, from obtaining written approval from their department head before engaging in outside employment or from disclosing and/or filing their Outside Employment Statements.

All County employees must obtain written approval from their department heads before engaging in outside employment. See Section 2-11- *Outside Employment by County Employees*, A.O. 7-1 and Human Resources Procedure 403. After obtaining written permission, all full-time County employees who engaged in any outside employment during the preceding year must file an Outside Employment Statement regarding their outside employment income, with the County Elections Department, by July 1st of each year. See Section 2-11.1(k)(2), County Ethics Code.

Consequently, **all County employees must obtain written approval for outside employment on an annual basis. Only full-time County employees engaged in outside employment are required to file the annual Outside Employment Statement.**

I am attaching the COE's "Outside Employment Guidelines" for informational purposes. This opinion is based on the facts as you have presented. If any of these facts change, please contact us. Any questions or concerns, do not hesitate to contact me.

Sincerely,

Martha D. Perez

Staff Attorney

MIAMI-DADE COUNTY COMMISSION ON ETHICS & PUBLIC TRUST

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From: Ethics (COE)
Sent: Monday, April 09, 2018 9:11 AM
To: Perez, Martha D. (COE) <Martha.Perez2@miamidade.gov>
Subject: FW: Outside Employment - Ethics Opinion

Please handle.

From: Marlow, Myra (DSWM)
Sent: Saturday, April 07, 2018 9:29 AM
To: Ethics (COE) <ethics@miamidade.gov>
Cc: Sifontes, Michelle (DSWM) <Michelle.Sifontes@miamidade.gov>
Subject: Outside Employment - Ethics Opinion

Good morning,

An inquiry has been made concerning employees engaged in labor union activities (as union leaders/stewards); are they exempt from disclosing any outside employment?

Thank you,

Myra Marlow, Human Resources Manager
Department of Solid Waste Management
Human Resources Division
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