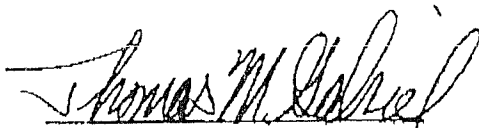


MEMORANDUM OF UNDERSTANDING

THE PARTIES AGREE TO THIS MEMORANDUM OF UNDERSTANDING AS IT RELATES TO THE SWING POLICY:

THE DEPARTMENT WILL ISSUE AN OFFICIAL NOTICE REITERATING THE LABOR MANAGEMENT SWING AGREEMENT POLICY. THIS NOTICE WILL BE THE SUBJECT OF COMPANY SCHOOL FOR EMPLOYEES AND SUPERVISORS. VIOLATIONS OF THIS AGREEMENT MAY RESULT IN DISCIPLINE.

THE CHIEF OF THE EMERGENCY RESPONSE DIVISION SHALL ENSURE THAT THE DISTRICT CHIEFS COMPLY WITH THIS POLICY.



TOM GABRIEL, PRESIDENT
I.A.F.F., LOCAL 587

7/21/99



CARLOS GIMENEZ, DIRECTOR
FIRE-RESCUE DEPARTMENT