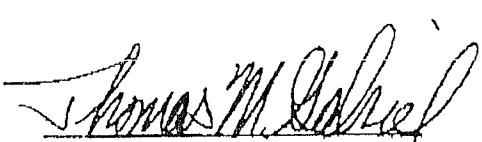


MEMORANDUM OF UNDERSTANDING

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
7/21/99

CARLOS GIMÉNEZ, DIRECTOR
FIRE-RESCUE DEPARTMENT