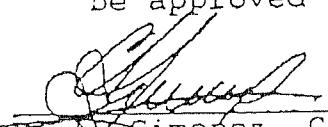


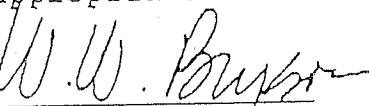
FORTY HOUR WEEK
PHYSICAL FITNESS AGREEMENT

The following agreement is entered into between the City of Miami Fire, Rescue and Inspection Services Department, IAFF Local 587 and AFSCME Local 1907.

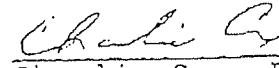
1. Employees on a forty hour week will be allowed one hour a day, twice a week, for physical fitness training. This time is not cumulative and may not be carried over from day to day or from week to week, etc.
 - a. Due to possible conflicts with work assignments, the employee may vary his/her workout days from week to week with the approval of the appropriate Division Chief.
 - b. The workout period can be scheduled either at the start of the workday or at the end of the workday. Example: If the employee begins his/her workday at 7:00 A.M. and chooses to workout in the morning, the employee shall be at his/her assignment by 8:00 A.M.
 - c. With the approval of the appropriate Division Chief, one hour of workout time can be used in conjunction with the lunch period. Total time will not exceed 1 1/2 hours. Using workout time in conjunction with lunch can only be applied during the normal lunch time in the middle of the day and not at the beginning or end of the workday.
2. All physical fitness training will take place at an approved City facility.
3. All physical fitness training schedules and locations must be approved by the appropriate Division Chief.


C. A. Simenez, Chief
Director of Fire,
Rescue and Inspection
Services

5/14/93


W. W. Bryson Pres.
IAFF Local 587

5/14/93


Charlie Cox, Pres.
AFSCME Local 1907

5/14/93