

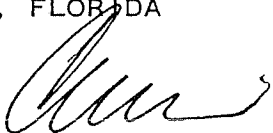
FLU VACCINATION PROGRAM GUIDELINES

In the interest of maintaining the health and well-being of our fire fighters, the establishment of a flu vaccination program for all bargaining unit members as described below will be provided by the City of Miami Fire Department.

The prototype strains A/.Texas39/91, A /Beijing32/92(H3N2) and B/Panama/45/90 influenza vaccine as recommended by the Federal Drug Administration and the Vaccines and Related Biological Advisory Committee, will be offered to all bargaining unit members prior to the commencement of the 1993 influenza season. Should the program continue in subsequent years, the City of Miami Fire Department will research, each year prior to the commencement of Influenza Season, which type vaccine to be administered for the Influenza Season.

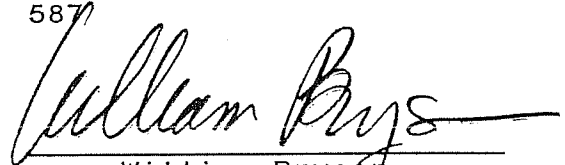
Funding for this year's program has been appropriated through the County EMS Grant. Future application of this program via funding by a similar grant must be approved by the City Manager. In subsequent years, if funding for the flu vaccination is not provided through a similar grant, the continuation of the program will be determined through negotiations.

ON BEHALF OF THE
CITY OF MIAMI
MIAMI, FLORIDA



Cesar H. Odio
City Manager

INTERNATIONAL ASSOCIATION
OF FIRE FIGHTERS, LOCAL
587



William Bryson
President

SIGNED ON 10/06/93