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October 6, 2003

Hand-Delivered

Jackie Menendez, Village Manager
Village of Key Biscayne
88 W. McIntyre Street
Key Biscayne, Florida 33149

Re: Key Biscayne Professional Firefighters Local 3638, IAFF, AFL-CIO

Dear Village Manager Menendez:

This firm represent the Key Biscayne Professional Firefighters, Local 3638, IAFF, AFL-CIO.

This is to inform you that Local 3638 represents and has been authorized to collectively bargain on behalf of a majority of the firefighter paramedics, lieutenants, and captains employed by Key Biscayne's Fire Department.

On behalf of Local 3638, we therefore request that the Village voluntarily recognize Local 3638 as the exclusive collective bargaining representative of a bargaining unit comprised of the Village's fire department captains, lieutenants and firefighter paramedics, and excluding the deputy chief, emergency services director, and all other employees of the Village. Should the Village voluntarily recognize Local 3638, we will gladly prepare a recognition acknowledgment petition for filing with the Florida Public Employees Relations Commission. This will enable both the Village and Local 3638 to save the inconvenience and expense of a PERC election.

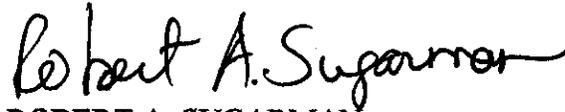
Should the village choose not to voluntarily recognize Local 3638 within the next week, our client has asked us to file a recognition certification petition with PERC which will lead to a hearing and an election, thus requiring both the Village and Local 3638 to bear additional legal fees and costs.

We hope that the Village will extend voluntary recognition to continue the harmonious labor relations which have existed between the Village and its firefighters.

Jackie Menendez, Village Manager
Village of Key Biscayne
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We look forward to hearing from you or your attorney by Tuesday, October 14, 2003 concerning whether the Village will be willing to grant voluntary recognition to Local 3638.

Yours truly,



ROBERT A. SUGARMAN

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