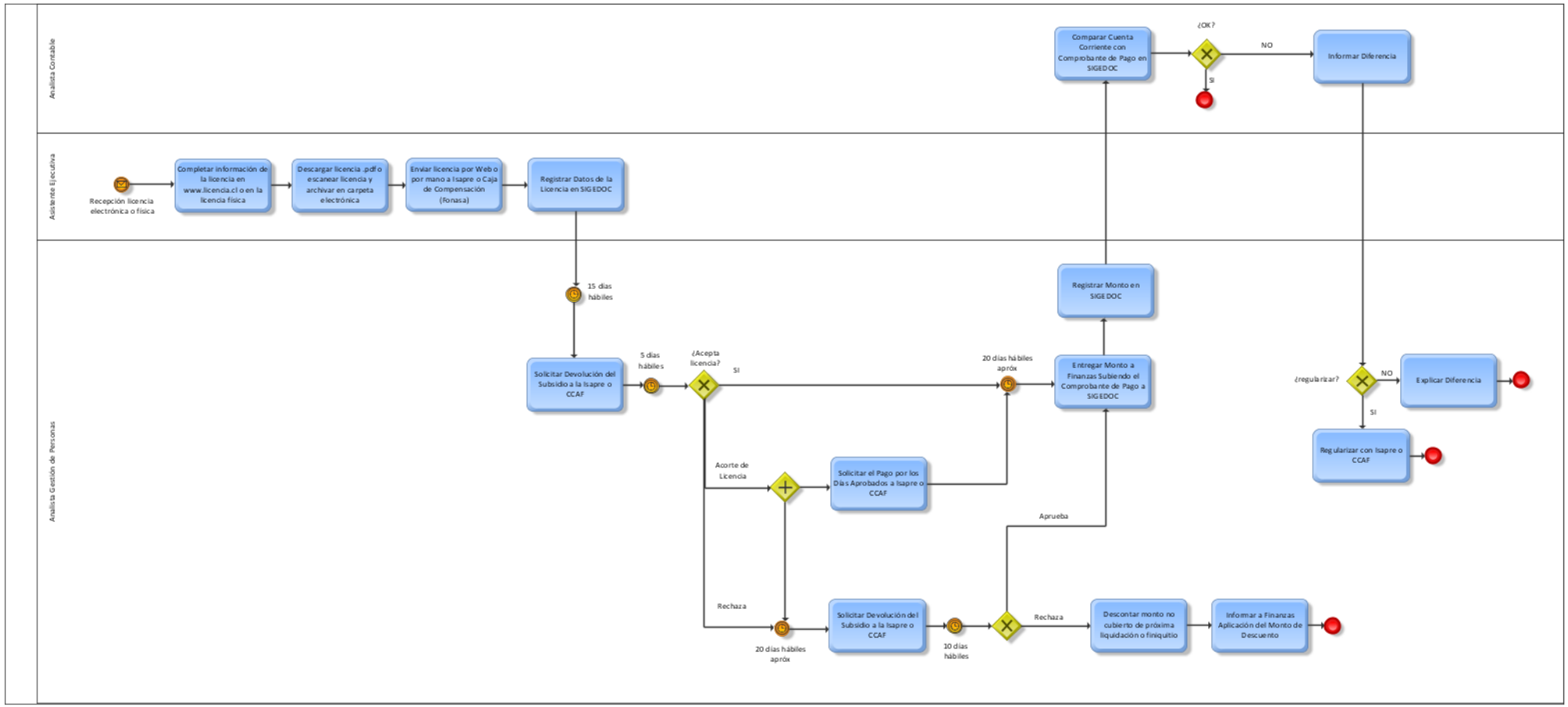9.3.4 Gestión de Licencias Médicas