# MEMORANDUM OF UNDERSTANDING
## Between the City of Spokane
## And
## The International Association of Firefighters – Local 29

DEPARTMENT: Fire

SUBJECT: Tobacco Use Restrictions for Firefighters

EFFECTIVE DATE: January 1, 2011

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AGREEMENT:

1. Effective 1/1/11, as a condition of initial and continued employment as a uniformed employee or civilian dispatcher at the Spokane Fire Department, all candidates for these positions are required to be non-users of any tobacco products and remain non-users throughout the period of employment.

2. For those individuals hired before 1/1/11, the use of tobacco while at work will continue to be governed by Spokane Fire Department Policy on Smoking and Tobacco Use (1.01.01.04).

**SIGNED THIS** 12th **DAY OF** August**, 2010**

**FOR THE CITY**

Chief Bobby Williams/SFD Representative
Fire

8/12/10
Erin Jacobson
Acting HR Director

7/16/10
Gita S. Hatcher
HR Analyst

**FOR THE UNION**

Mark Vietzke, President
Local 29

Don Waller, Vice President
Local 29

Mike Bacon, Secretary/Treasurer
Local 29