

**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

AGREEMENT:

- AB* *✓* *□*
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. *once employed by the City*
  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).
- MV*

SIGNED THIS 12<sup>th</sup> DAY OF August, 2010

**FOR THE CITY**

*Bobby Williams*  
Chief Bobby Williams/SFD Representative  
Fire

*Erin Jacobson* 8/12/10  
Erin Jacobson  
Acting HR Director

*Gita S. Hatcher* 7/16/10  
Gita S. Hatcher  
HR Analyst

**FOR THE UNION**

*Mark Vietzke*  
Mark Vietzke, President  
Local 29

*Don Waller*  
Don Waller, Vice President  
Local 29

*Mike Bacon*  
Mike Bacon, Secretary/Treasurer  
Local 29