



MEMO OF UNDERSTANDING
Between IAFF 2878 and King County Fire District 10
Tobacco Use / Cessation Program

It is the Employer's and Local 2878's understanding that Article 15.3 in the Battalion Chief and Firefighter Collective Bargaining Agreements, and Article 13.3 in the Support Staff Collective Bargaining Agreement will provide for one tobacco cessation treatment program that the Employer will pay for outside of the provided health insurance for a maximum amount of \$900.00.

The payment will be made upon enrollment/invoice. The Employee shall successfully complete the program.

The Employee will not need to prove that the program was successful in the cessation of tobacco use; however, proof that the program was completed shall be submitted to HR within 20 days of completion.

This is effective for all claims received after June 6, 2008.

Agreed for the Union: _____

Craig Hooper
President, IAFF Local 2878
June 6, 2008

Agreed for the District: _____

Lee Soptich
Fire Chief, Eastside Fire & Rescue
June 6, 2008