

Operation War Fighter Agreement
26 November 2013

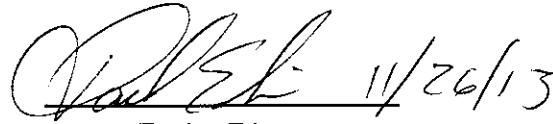
NRNW F&ES and Puget Sound Federal Firefighters IAFF Local F-282 do hereby agree to the following:

- Operation War Fighter Interns selected to work within NRNW F&ES shall be required to successfully pass a pre-employment physical exam.
- Depending on the certifications and experience of the intern, he/she will be required to enroll and work toward completion of the Department of Defense (DOD) certifications Firefighter I & Firefighter II, Airport Firefighter (if applicable), HAZMAT Awareness and Operations and health care provider certification. There should be no extra drills or drilling required to get the Intern signed off on certifications.
- Interns will be expected to complete the standard two-week site-specific training for new hires. All training/drills will be performed during the normal work routine and normal line of duty with the exception of the two week sign off. All aspects of the new employee sign off can be completed with the exception of live fire evolutions.
- Interns will work from 0800-1600 Monday through Friday dependent on their active duty requirements. Management will handle all supervision and/or management of the Interns work schedule. Interns may take lunch with the crew or utilize military dining facilities at their discretion.
- During the work day Interns may utilize a government computer to accomplish career development courses (CDC's). Interns will not tie up any computer needed or required by NRNW F&ES employee to complete mission essential tasks.
- Interns' will not have any access to personnel information on NRNW employees by performing functions such as filing for management, etc.
- Interns will normally work at each location NTE two months at each location, i.e. Bangor, Bremerton, Everett and Ault Field.
- Interns will not augment staffing to reduce overtime nor will they be counted as part of minimum staffing. Interns will also not displace personnel on their assigned position for the day. (I.E. they will not ride the engine in the hydrant seat while the assigned Hydrant-man rides an auxiliary vehicle). Interns may ride with the Duty Chief or may ride 3rd on an ambulance. Interns will only be utilized IAW their completed training and certifications.
- Battalion Chiefs, Station Captains and the Training Division will be responsible for enrolling and monitoring the progress of the career development courses for Interns. This task shall not be delegated down to the bargaining unit employees.

- The intern will wear his/her military uniform of the day as prescribed by the branch specific uniform polices. If the Intern progresses at any point where they are to able to participate in any sort of live fire evolution's they will wear NFPA compliant clothing under their protective clothing.
- Management will provide the Intern with a locker at the assigned location to store uniforms. The Intern shall utilize the restroom for changing in and out of uniform as required.
- Interns shall participate in the department mandatory physical fitness program and shall schedule a baseline assessment IAW SOG 102.23.

 11/26/2013

Bruce J. Kramer
Fire Chief

 11/26/13

Taska Elin
Union President