

MEMORANDUM OF UNDERSTANDING (MOU)

SMOKING/USE OF TOBACCO PRODUCTS

This Memorandum of Understanding (MOU) is hereby entered into between the National Association of Government Employees (NAGE), Local R4-6, Fort Eustis, Virginia, hereinafter referred to as the UNION, and the U.S. Army Transportation Center (USATCFE); U.S. Army Medical Department Activities (MEDDAC), Fort Eustis, Virginia; U.S. Army Dental Activity (DENTAC), Fort Eustis, Virginia; U.S. Army Aviation Logistics School (USAALS), Fort Eustis, Virginia, U.S. Army Training and Doctrine Command/Contracting Activity (TCA), Fort Eustis, Virginia; Aviation Applied Technology Directorate (AATD), Fort Eustis; and the Nonappropriated Fund Activities (NAF), Forts Eustis and Story, hereinafter referred to as the EMPLOYER, and hereinafter collectively referred to as the PARTIES.

The PARTIES hereby agree that the Fort Eustis/Fort Story DOD/DA-occupied workplaces are in compliance with the DOD/DA guidance which states that there will be no smoking or use of tobacco products in DA-occupied workplaces.

It is also agreed that it is mutually beneficial to implement the Department of Army and supplementing HQ TRADOC policy on smoking cessation, to ensure that people are protected from the effects of second-hand smoke, and that personnel who desire to smoke are not unnecessarily inconvenienced.

Nonsmoking areas shall be designated and posted in all eating facilities in DOD-occupied buildings. Smoking areas shall be permitted only if adequate space is available for nonsmoking patrons and ventilation is adequate to provide them a healthy environment.

Smoking or other use of tobacco products is prohibited:

Within auditoriums, conference rooms, classrooms and other indoor training facilities, office areas and other indoor work areas, restrooms, gymnasiums, fitness centers, and elevators.

In all military vehicles and aircraft.

By health care providers in the presence of patients, except in smoking areas designated in accordance with this MOU.

In all child development centers and youth activity facilities, except that staff may smoke out of the presence or view of children in smoking areas designated in accordance with this MOU.

Where it presents a safety hazard; e.g., firing ranges, ammunition storage areas, fuel dumps, motor pools, and equipment maintenance shops.

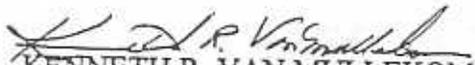
The Employer may prohibit smoking in any building or within close proximity to its entrances/exits, where an outside shelter providing overhead protection from the elements is reasonably available to smoking employees. A shelter is reasonably available if an employee can walk to it, consume a cigarette, and walk back to his duty location within normal rest periods.

The PARTIES agree that to best of their knowledge, smoking or the use of tobacco products does not take place in any DA occupied workplaces at this time. However, if the Employer should discover that the DOD or DA Guidance is being ignored, it will notify the UNION prior to taking action.

The PARTIES acknowledge that smoking or the use of tobacco products will be authorized only in the following areas:

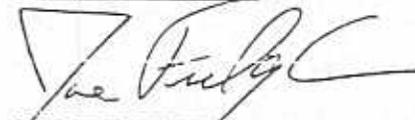
Fort Eustis and Fort Story Bowling Centers
Fort Eustis Golf Course
Fort Eustis and Fort Story Clubs
Fort Eustis Outdoor Recreation Center
Fort Eustis MWR Leisure Center

FOR THE EMPLOYER


KENNETH R. VAN MULLEKOM
LABOR RELATIONS OFFICER

Date: SEP. 2 1 1995

FOR THE UNION


JOE FULGHUM, PRESIDENT
NAGE, LOCAL R-6

SEP. 2 1 1995