

SAN MATEO COUNTY FIRE FIGHTERS
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS - LOCAL 2400

AFFILIATED WITH
A.F.L.-C.I.O.

CENTRAL LABOR COUNCIL
OF SAN MATEO COUNTY

FEDERATED FIRE FIGHTERS
OF CALIFORNIA

INTERNATIONAL ASSOCIATION
OF FIRE FIGHTERS



(415) 348-2400
35 SO. BAYSHORE BLVD
SAN MATEO, CALIFORNIA 94401



December 28, 1981

Mr. Richard B. DeLong, City Manager
City of San Mateo
330 West 20th Avenue
San Mateo, California 94403

Re: Employment Requirements -
Physical Standards, No-Smoking Clause

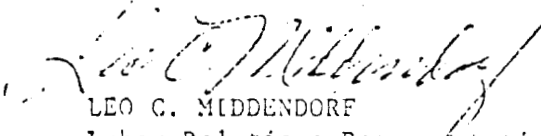
Dear Mr. DeLong:

The current application for Fire Fighter/Engineer requires the applicant, as a condition of employment, to sign a "contract to maintain prescribed physical standards on an annual test basis" and to agree to a no-smoking clause.

Even though the aforementioned physical standards and refraining from smoking may be desirable goals, the terms of our contract, as well as the appropriate state statutes require the employer to bargain on these issues. I find no documents which would indicate you have attempted to do so.

I therefore urge that the City refrain from implementing the physical standards and no-smoking clause until such time as you have met your statutory obligation to meet and confer.

Very truly yours,


LEO G. MIDDENDORF
Labor Relations Representative
Paralegal

LCM/wvc

Copy: Ron Munier, District Vice President, I. A. F. F., Local 2400
Richard Graham, District Vice President, I. A. F. F., Local 2400

EXHIBIT B

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