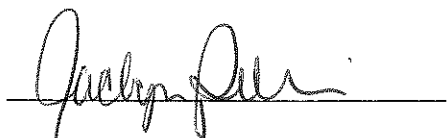


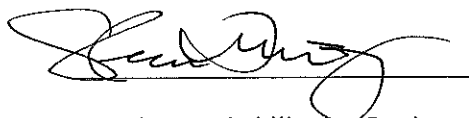
St. Luke's Rehabilitation Institute  
And  
Washington State Nurses Association  
Memorandum of Agreement

Tobacco Free Campus

St. Luke's Rehabilitation and WSNA agree that the use of tobacco is both a health and safety hazard. It is the interest of St. Luke's to provide a smoke-free and tobacco free environment to include e-cigarettes. Therefore smoking, tobacco use and e-cigarettes are permitted outside off campus and pursuant to clean air laws.



Washington State Nurses Association



St. Luke's Rehabilitation Institute

11/4/15

Date signed (WSNA)

11/4/15

Date signed (St. Luke's)