

Conditions of Hire

- 1) You have agreed to be hired by Cherokee Nation Fire Program and Bureau of Indian Affairs as an emergency firefighter (AD). The work is hard and sometimes must be performed under stressful situations and conditions. You may work more than twelve (12) hours per day. Prompt compliance with your supervisor's instructions and orders are required at all times. You must be eighteen (18) years old and in good physical health (a health examination is required upon completion of basic wildland fire training and every three (3) years afterwards by the hiring official).
- 2) Disclosure of your social security number (SSN) is mandatory.
- 3) Possession of firearms, intoxicating beverages, marijuana (even medical) and all other forms of controlled substances not prescribed by a physician is prohibited for the duration of the assignment, both on shift and off shift, until returned to original assembly point (Tahlequah) and released. ***Possession or evidence of usage constitutes grounds for immediate discharge and three (3) years suspension from the Fire Program.***
- 4) You must disclose any and all existing ailments or injuries before being sent out on assignment (existing ailments will not be covered by O.W.C.P.). Dental work that is not directly a result of working on the fire line or shop must be paid by the firefighter; (i.e., fillings that have fallen out, abscess conditions, tooth aches, loss of tooth).
- 5) If you are fired, or you quit without good reason before your scheduled demobilization, your pay will stop at that time. Only the Fire Program Manager or Incident Commander may decide whether the Government will provide return transportation or pay your travel time back to Tahlequah. You may be charged for return transportation costs, and/or the cost of personal needs during the waiting time.
- 6) You will follow all safety practices, and not jeopardize your own safety, or the safety of other crew members.
- 7) You will not purposely damage Cherokee Nation or personal property, this includes drawing or writing on any equipment that is issued to you; (i.e., line pack, hard hat, fire shelter, etc.).
- 8) You will not verbally or physically intimidate, threaten, harass, or physically abuse co-workers or supervisor. ***This action constitutes grounds for immediate dismissal and three (3) years suspension from the Fire Program.***
- 9) You will not lie, cheat, or deliberately conceal the truth concerning employment or any of these conditions-of-hire terms. ***This action constitutes grounds for immediate dismissal and three (3) years suspension from the Fire Program.***

- 10) If you are injured or get sick, you will report to your supervisor immediately and provide verbal detail plus a complete written statement afterwards of the injuries, and/or sickness, including witness statement.
- 11) Any Cherokee Nation property (such as hard hat, line pack, fire shelter, tools, sleeping bag, tent, etc.) issued to you must be returned undamaged. If they are lost, destroyed, or left in bad conditions, the cost of these items may be deducted from your last check.
- 12) You will be responsible for notifying your employer(s) if employed elsewhere any time you are going to be absent, due to you accepting a fire detail. It is your responsibility to make arrangements between yourself and your employer(s) regarding absence. Unlike the National Guard it **is not** mandatory that the employer hold your job vacant until you return.
- 13) There is no guarantee how long a fire detail will last. Once you have accepted a detail with the Cherokee Nation Fire Program, you will be required to remain until released by the proper authority.
- 14) You are required to bring your own personal items that will be contained in one (1) bag, both to and from the incident, with weight limitation of forty (40) pounds lasting for at least two (2) weeks. Individuals exceeding the personal gear weight limitation will be required to leave excess weight items behind. ***Cherokee Nation Fire Program will not be responsible for these items left behind.***

I the undersigned have read or been read and understand the above conditions-of-hire, and I agree to abide by them throughout the duration of my employment by the Cherokee Nation Fire Program.

Printed Name:

Signature:

Date:

Cherokee Nation Fire Program Application

Please Print Clearly

Name: _____
First MI Last

Mailing Address: _____

City State Zip Code

Phone Number: _____

Email Address: _____

Social Security Number: _____ *please include a copy*

Age: _____ Birthday: _____

Federally Recognized Tribe: _____ *please include proof of citizenship*

Emergency Contact Name: _____

Emergency Contact Phone Number: _____

Do you currently have a Red Card: _____ *if so, please include a copy*