

**International Association of Firefighters Local 2067 P.O. Box 300 Norman, OK 73070**

# ***Norman Professional Firefighters***

Butch Crawford, President

Dennis Mitchell, Secretary/Treasurer

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DATE: October 5, 2009  
TO: James Fullingim, Fire Chief  
FROM: Butch Crawford, President IAFF 2067  
SUBJECT: Mandatory Subject of Bargaining (Notice)

For years the Union has attempted to negotiate with the City a wellness program as well as yearly physicals for all Fire Personnel without getting an agreement with the City. Only those members that participate in the Haz mat incentive program get physicals required by standards.

The air pack obstacle course that our training department is preparing for does not have the appropriate level of medical supervision that Fire Standards require and there are several components of the training that are Mandatory subjects of Bargaining such as possible discipline and desperate impact issues that must be bargained with the Union before the course should be implemented this year.

I will be available to speak with you on this issue at your convenience.

CC: Gala Hicks, Human Resources Director  
Jeff Bryant, City Attorney  
Steve Lewis, City Manager  
Jim Moore, Union Attorney