

# ***Norman Professional Firefighters***

Butch Crawford, President

Dennis Mitchell, Secretary/Treasurer

---

DATE: February 9, 2010  
TO: James Fullingim, Fire Chief  
FROM: Butch Crawford, President IAFF 2067  
SUBJECT: Grievance (Violation of due process)

This grievance is being filed in accordance with Article 8 section 1 step 2 of the Collective Bargaining Agreement.

Article 7 of the CBA states that the city reserves the right to discipline or discharge any employee for 'just cause'. It is understood that the application of 'just cause' as a basis for disciplinary action or discharge includes the principle that the weight to be given prior recorded disciplinary action is reduced by a reasonable passage of time.

As of January the 26<sup>th</sup> Scott Simpson began an 8 shift suspension without pay for an alleged violation of Article 4 section 21 of the CBA.

The Union believes this discipline is without 'just cause' and the employees due process rights were violated.

The solution to this grievance is a make whole remedy for reinstatement of all benefits seniority and back pay with a letter of apology from his crew chief for unnecessary embarrassment to the employee.

In accordance with the current CBA you have 5 days to render your decision (excluding Saturdays, Sundays, and holidays). The CBA encourages you to consult with the Union before rendering your decision. Thank you in advance for your attention to this.

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