

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

Norman Professional Firefighters

Butch Crawford, President

Dennis Mitchell, Secretary/Treasurer

DATE: April 7, 2005

TO: Johnny Vaughn, Fire Chief

FROM: Butch Crawford, President IAFF 2067

SUBJECT: Grievance (Article 26, Health Insurance)

This grievance is forwarded to the Fire Chief as per Article 8 section 1 step 2 of the Collective Bargaining Agreement FYE-04.

During the first week in April the City passed out a notice to the IAFF members stating that their Prescription Drug Representatives (Catalyst Rx) was setting limits on the quantities of Prescribed medications that could be purchased. They also state that Benefit designs may vary with respect to drug coverage and quantity limits. This appears to be a change from the previous benefits that were allowed and has not been bargained or agreed to by the IAFF members.

The City is in violation of the Collective Bargaining Agreement Article 26 (Health and Dental Insurance) Section 1 and Section 2 and the Fire and Police Arbitration Act, 51 O.S. Section 51-101. The City is also in violation of an arbitration award in which the arbitrator said the City cannot unilaterally change Health or Dental Benefits, and that it must be bargained through the Collective Bargaining Process.

As per Article 8, step 2 you have (5) days (excluding Saturdays, Sundays and holidays) to render your decision on this matter.

Cc: Johnny Vaughn, Fire Chief
Gala Hicks, Human Resources Director