

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 10, 2004
TO: Johnny Vaughn, Fire Chief
FROM: Butch Crawford, President IAFF 2067
SUBJECT: Grievance (Revised FMLA Booklet)

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

On April 4th the City passed out a newly revised Family And Medical Leave Act of 1993, City of Norman Policy and Procedures booklet. There appear to be numerous unilateral changes from the previous Family And Medical Leave Act of 1993, City of Norman Policy and Procedures booklet we had before. **There has been no consultation or negotiations on these changes.**

This action violates the current Contract Article 6 and also the Oklahoma fire and Police Arbitration Act, 51 O.S. Section 51-101.

The solution is to remove the new Policy and Procedures Booklet and continue to apply the Benefits of the Family And Medical Leave Act of 1993 in accordance with the previous Policy and Procedures booklet (July, 1996) and as per past practice within the IAFF Bargaining Unit and make hole any members affected by this policy revision. As per Contract you have (5) days (excluding Saturdays, Sundays, and Holidays) to render your decision. Thank you in advance for your attention to this matter.

Cc: Johnny Vaughn, Fire Chief
Gala Hager, Human Relations Director
Jeff Raley, City Attorney