

**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: June 4, 2007

TO: Mary Hatley, Interim City Manager

FROM: Butch Crawford, President IAFF 2067

SUBJECT: Grievance (Denial of Injury on the Job Leave)

Mary, Jim Moore has advised me that this issue would probably have to be dealt with in District Court instead of the grievance procedure since it is a State law statute that says the City must pay the Fire employee for six months if it is a Physical or Mental disability. Ask the City's Legal Department if this is not correct. State Law overrides the Contract language. Is it necessary to waste more taxpayer money going to court than what the City would pay this employee anyway? I don't think that it is necessary. Please let me know if we can resolve this any other way.

This grievance is forwarded to the City Manager on behalf of Mark Helm (Firefighter) as per Article 8 section 1 step 3 of the Collective Bargaining Agreement FYE-07.

This grievance is being filed on behalf of the above-mentioned Firefighter for being denied On the Job accident leave pay and benefits in accordance with Oklahoma State Statues and the Collective Bargaining Contract.

The solution is to return all leave and benefits used that relate to this Injury Leave issue and to compensate all backpay due in accordance with applicable State Laws and place the above mentioned Firefighter on the appropriate leave until such time that he may be released back to active duty.

According to the Collective Bargaining Agreement you have 10 days (excluding Saturdays, Sundays, and Holidays) from receipt to render your decision. I will be happy to consult with you on this matter at your convenience.

Cc:  
Gala Hicks, Human Relations Director  
Jeff Bryant, City Attorney  
Jim Moore, IAFF Counsel