

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

Norman Professional Firefighters

Butch Crawford, President

Dennis Mitchell, Secretary/Treasurer

DATE: July 26, 2004
TO: Andy Anderson, City Manager
FROM: Butch Crawford, President IAFF 2067
SUBJECT: Grievance (change in working conditions)

This grievance is forwarded to the City Manager as per Article 8 section 1 step 3 of the Collective Bargaining Agreement FYE-04. I received the step 2 response from the Fire Chief on July 23, 2004 and had his secretary date it.

In a memo posted throughout the Norman Fire Department the Fire Chief directed the crew chiefs to take the Truck Company out of service whenever there was a staffing shortage that would require the calling in of overtime personnel and move their personnel to fill positions previously filled by calling in off duty personnel for to fill those vacancies. This action shuts down Two Front run Apparatus units and lowers minimum staffing from 32 to 29.

This action violates the current Contract Article 6, Article 34 and also the Oklahoma fire and Police Arbitration Act, 51 O.S. Section 51-101. There has been no consultation or negotiations concerning this matter. It is a clear change in working conditions.

The solution to this grievance is to resend the directive to shut down fire apparatus to avoid overtime and continue to use call back personnel to fill those needed vacancies or Hire additional personnel to cover the normal vacancies that cause the Fire Department to fall below our minimum manning levels.

As per Contract you have (10) days (excluding Saturdays, Sundays, and Holidays) to render your decision. I am available to meet with you to discuss this grievance (Article 8 step 3) and explain why it is a violation of the contract and what specific provision modifies the City's right to change working conditions without Negotiations or Consultation. (Article 6 section 1, section 2, section 3 and section 5)(Article 34 sections 3).

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