

**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: December 12, 2006  
TO: James Fullingjim, Fire Chief  
FROM: Butch Crawford, President IAFF 2067  
SUBJECT: Grievance (Termination)

This grievance is forwarded to the Fire Chief on behalf of Shannon Smith (Firefighter) as per Article 8 section 1 step 2 of the Collective Bargaining Agreement FYE-06.

This grievance is being filed on behalf of the above-mentioned Firefighter for being terminated without cause. On December the 9<sup>th</sup> Shannon Smith was contacted by mail sent through Fedex stating that he was terminated as of that day and he was to turn in all of his City property. Shannon's probationary period ended on December the 5<sup>th</sup> and Shannon has received satisfactory evaluations on his job performance during his first year. This action violates the Collective bargaining agreement as you were told in the hearing on December the 7<sup>th</sup> conducted at City Hall.

The solution is reinstatement, back pay, benefits and seniority.

According to the Collective Bargaining Agreement you have 5 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