

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

Norman Professional Firefighters

Butch Crawford, President

Dennis Mitchell, Secretary/Treasurer

DATE: December 26, 2006

TO: Mary Hatley, Interim City Manager

FROM: Butch Crawford, President IAFF 2067

SUBJECT: Grievance (Termination)

This grievance is forwarded to the City manager on behalf of Shannon Smith (Firefighter) as per Article 8 section 1 step 3 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 9th 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 5th and Shannon has received satisfactory evaluations on his job performance during his first year. This action violates the Collective bargaining agreement. The Fire Chief was told this in the hearing on December the 7th conducted at City Hall. The Fire Chief, City Attorney and the Human resources Director were all present.

According to the Collective Bargaining agreement you should consult with the employee and the Union before rendering your decision. I will answer any questions you might have regarding this grievance at that time.

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

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