

Norman Professional Firefighters

Butch Crawford, President

Dennis Mitchell, Secretary/Treasurer

DATE: October 5, 2009

TO: Gala Hicks, Human Relations Director

FROM: Butch Crawford, President IAFF 2067

SUBJECT: Request for consultation

There are several issues and policies that the IAFF would like to speak with you in consultation about. The following is a list of those issues.

1. Workers compensation laws allow for the Union to request a certified Doctor not a Physician's Assistant to treat our members on OJI issues.
2. The City's Drug testing policy is not being followed by city and the EAP person administering that program is a conflict of interest.
3. Privacy requirements are being neglected by current sick leave requirements of the Fire department.
4. The Human resources Department has not responded to multiple requests for training of supervisors in Human relations areas, FMLA ect'.
5. Any new policies that involve the possibility of Discipline and the effects of the new policy on the IAFF members are a mandatory subject of Bargaining.

Please let me know what dates are available to you and we can work on the scheduling. Thanks Butch Crawford, IAFF

Cc: Jeff Bryant, City Attorney
Steve Lewis, City Manager
Jim Moore, Union Attorney