



# TEAMSTERS LOCAL UNION 117

Affiliated with the International Brotherhood of Teamsters

General Public and Private Sector Employees and Special Services Employees in King and Pierce Counties and Employees of the State of Washington

## RECEIVED

NOV 07 2005

King County  
Labor Relations

November 4, 2005

Ms. Nancy Buonanno Grennan  
Labor Relations Manager  
King County Human Resources Division  
500 4<sup>th</sup> Ave., Room 450  
King County Administration Building  
Seattle, WA 98104

**Re: Nicole Way - Termination Grievance**

Dear Nancy:

Teamsters Local Union No. 117 is filing a grievance on behalf of our member Nicole Way in regards to her termination from King County's Elections Division, which was effective November 3, 2005.

Due to the nature of this particular case, we are requesting to bypass Steps 1 through 4 of our grievance procedure as outlined in our Collective Bargaining Agreement with King County, and file this grievance at Step 5. The Union believes that Ms. Way was terminated from her position without just cause. Therefore, we are requesting to move this grievance to arbitration as soon as possible.

Tracey Thompson, Teamsters Local 117's Senior Staff Attorney, will be representing Ms. Way on this grievance. She can be reached at (206) 441-4860 ext. 1244. Ms. Thompson's e-mail address is Tracey.Thompson@Teamsters117.org.

Thank you in advance for your attention to this matter.

Sincerely,

Betty Sorbo  
Business Representative

BS:dm  
684-05

xc: Dean Logan, Division Director, King County Records, Elections, Archives and Licensing  
Susie Slonecker, King County Prosecuting Attorney's Office  
Tracey Thompson, Teamsters Local Union No. 117 Senior Staff Attorney  
Nicole Way

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