



King County
Human Resources
Management Division

Department of Executive Services
King County Administration Building
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November 15, 2005

Tracey Thompson
Senior Staff Attorney
Teamsters Local No. 117
14675 Interurban Avenue South, Suite 307
Tukwila, WA 98168

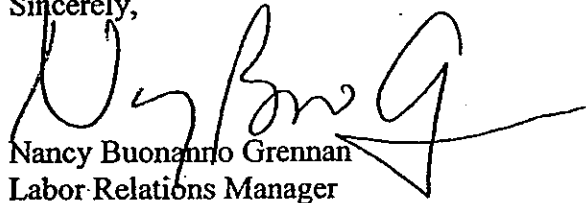
RE: Nicole Way Termination Grievance

Dear Ms. Thompson:

The County has received the Union's grievance filed on behalf of Nicole Way. You were identified as her representative in this matter. In the Union's grievance correspondence the Union requested to bypass Steps 1 through 4 of the grievance procedure outlined in the collective bargaining agreement covering Ms. Way's position. The County agrees to bypass Steps 1 through 3 of the procedure but would like to schedule a Step 4 grievance meeting. To that end, the Human Resources Director has designated Michael Frawley, Deputy Director of the Human Resources Division, to hear this grievance. Please contact him at (206) 296-8590 to schedule a grievance meeting.

Please contact me at your earliest convenience if you have any questions or concerns regarding this matter.

Sincerely,


Nancy Buonanno Grennan
Labor Relations Manager

J-9

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cc: Anita Whitfield, Director, Human Resources Division, Department of Executive Services (DES)
Michael Frawley, Deputy Director, Human Resources Division, DES
Dean Logan, Director, Records, Elections & Licensing Services Division, DES