



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION NO. 702



Vectren Grievance Report; 2014 - Current

Updated 7/2/2020

Jamie Hatfield, Assistant Business Manager

Union Grievance Number	Grievance Date	Issue	1st step	2nd step	3rd step	Arbitration	Current status
02-14-001	1/22/2014	<i>Company using contractors to perform switching orders</i>					Withdrawn
02-14-002	2/17/2014	<i>1-day suspension for "overtime response" - not for just cause</i>					Dropped
02-14-003	2/17/2014	<i>Apprentice worked outside of his classification</i>					Resolved
02-14-004	3/11/2014	<i>Member was skipped on the overtime list</i>					Dropped
02-14-005	2/19/2014	<i>Leadman position is vacant and has not been filled</i>					Resolved in the Union's Favor
02-14-006	7/29/2014	<i>Company failed to call the low man on the overtime list.</i>					Dropped
02-14-007	8/4/2014	<i>Company did not utilize overtime list.</i>					Dropped
02-14-008	9/2/2014	<i>Verbal Reprimand and Chargeable Incident</i>					Resolved in the Union's Favor
02-14-009	9/2/2014	<i>Overtime given to wrong classification</i>					Withdrawn
02-14-010	9/8/2014	<i>Verbal Reprimand for Overtime Response</i>					Dropped
02-14-011	9/8/2014	<i>Verbal Reprimand for Overtime Response</i>					Withdrawn
02-14-012	9/15/2014	<i>Relief Operator position vacant and not filled</i>					Dropped

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION NO. 702

Vectren Grievance Report

Union Grievance Number	Grievance Date	Issue	1st step	2nd step	3rd step	Arbitration	Current status
02-14-013	9/15/2014	<i>Relief Operator position vacant and not filled</i>					Resolved
02-14-014	10/28/2014	<i>Overtime given to wrong classification</i>					Withdrawn
02-14-015	10/28/2014	<i>Unjust Discharge</i>					Resolved
02-14-016	11/18/2014	<i>Overtime Issue</i>					Withdrawn
02-14-017	11/18/2014	<i>Company working Apprentice without a Journeyman</i>					Dropped
02-14-018	12/18/2014	<i>Company unilaterally changed starting time of Shift No. 2 to a time other than what the CBA stipulates</i>					Settled in Union's favor
02-15-001	2/11/2015	<i>Company contracted out Building and Grounds Service Specialist duties</i>					Settled in the Union's favor
02-15-002	5/19/2015	<i>Member received a suspension without pay for five (5) days. The suspension and discipline were without just cause.</i>					Withdrawn
02-15-003	6/10/2015	<i>Overtime</i>					Withdrawn
02-15-004	6/10/2015	<i>Member denied job site reporting pay</i>					Resolved
02-15-005	6/11/2015	<i>Discharge not for just cause</i>					Resolved in the Union's Favor
02-16-001	2/10/2016	<i>Leadman position is vacant and has not been filled</i>					Resolved; the position has been filled

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION NO. 702

Vectren Grievance Report

Union Grievance Number	Grievance Date	Issue	1st step	2nd step	3rd step	Arbitration	Current status
02-16-002	3/21/2016	<i>Overtime</i>					Withdrawn
02-16-003	3/29/2016	<i>Discharge not for just cause</i>					Withdrawn
02-16-004	5/31/2016	<i>Overtime assigned to the wrong person</i>					Resolved in the Union's Favor
02-16-005	6/3/2016	<i>Overtime list not utilized</i>					Withdrawn
02-16-006	6/3/2016	<i>Operations group performed work normally done by the Maintenance Group</i>					Resolved
02-16-007	6/6/2016	<i>Production Leader performed work that should have been performed by Electrical Maintenance</i>					Resolved
02-16-008	7/8/2016	<i>Overtime list not utilized and proper procedure was not followed</i>					Withdrawn
02-16-009	8/1/2016	<i>Temporary shift was established for less than three days and the department was not paid at the applicable overtime rate.</i>					Settled
02-16-010	8/25/2016	<i>Discharge without just cause</i>					Settled
02-16-011	8/25/2016	<i>Overtime list not utilized</i>					Withdrawn
02-16-012	9/28/2016	<i>Termination of employment without just cause</i>					Withdrawn
02-16-013	10/11/2016	<i>Overtime list not utilized</i>					Resolved

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION NO. 702

Vectren Grievance Report

Union Grievance Number	Grievance Date	Issue	1st step	2nd step	3rd step	Arbitration	Current status
02-16-014	11/1/2016	<i>Termination of employment without just cause</i>					Withdrawn
02-17-001	1/12/2017	<i>Company failed to pay member "Temporary Foreman" pay</i>					Resolved
02-17-002	10/27/2017	<i>Overtime given to wrong classification</i>					Resolved in Union's Favor
02-17-003	10/27/2017	<i>Overtime given to wrong classification</i>					Resolved in Union's Favor
02-17-004	11/13/2017	<i>Overtime given to wrong classification</i>					Resolved in Union's Favor
02-17-005	12/24/2017	<i>Overtime given to wrong classification (no written grievance ~ Steward settled at 2nd step)</i>					Resolved in Union's Favor
02-18-001	1/30/2018	<i>Overtime list not utilized.</i>					Withdrawn
02-18-002	1/30/2018	<i>Company changed scope and intent of Temporary Leadman position</i>					Resolved
02-18-003	2/9/2018	<i>AEO used in place of Repair Mechanic</i>			Denied	Filed for Arb	
02-18-004	3/2/2018	<i>Member not credited with appropriate amount of vacation after returning from LTD</i>					Resolved in Union's Favor
02-18-005	3/19/2018	<i>Laboratory Technicians used in place of Maintenance</i>			Denied	Filed for Arb	Withdrawn
02-18-006	3/21/2018	<i>Improper shift trade-AB Brown Operators</i>					Settled

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION NO. 702

Vectren Grievance Report

Union Grievance Number	Grievance Date	Issue	1st step	2nd step	3rd step	Arbitration	Current status
02-18-007	4/11/2018	<i>Member terminated for falsifying Company documents</i>					Settled
02-18-008	6/11/2018	<i>A member received suspension without pay for five (5) working days.</i>					Settled
02-18-009	6/25/2018	<i>Three members not paid Leadman pay</i>					Resolved in Union's Favor
02-18-010	6/1/2018	<i>Member not paid Bother Time. (3 separate calls)</i>					Withdrawn
02-18-011	9/1/2018	<i>Member required to obtain further testing to maintain his Commercial Drivers License and the Co refusing to pay the cost</i>					Resolved
02-18-012	10/19/2018	<i>The Co. violated the contract, and Past Practice, when the grievant was not called for overtime when another Lab Tech was held over and worked approximately eight (8) hrs of overtime.</i>					Withdrawn
02-18-013	10/10/2018	<i>Member was given a one (1) day suspension (12 hour shift) for a motor vehicle accident.</i>					Settled
02-18-014	11/19/2018	<i>Member was given a one (1) day suspension for a motor vehicle accident.</i>					Settled
02-18-015	10/22/2018	<i>Member was given a Written Reprimand for failing to call in sick on October 12, 2018.</i>					Withdrawan

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION NO. 702

Vectren Grievance Report

Union Grievance Number	Grievance Date	Issue	1st step	2nd step	3rd step	Arbitration	Current status
02-18-016	11/26/2018	<i>Member was called on or about November 26th and asked to work overtime on November 27th. Member not paid properly for this call and overtime.</i>					Resolved in Union's favor
02-18-017	10/31/2018	<i>Member was given Verbal Warning for failure to meet threshold for emergency call out.</i>					Settled
02-18-018	10/31/2018	<i>Member was given Verbal Warning for failure to meet threshold for emergency call out.</i>					Settled
02-18-019	10/31/2018	<i>Member was given Verbal Warning for failure to meet threshold for emergency call out.</i>					Settled
02-18-020	10/31/2018	<i>Member was given Verbal Warning for failure to meet threshold for emergency call out.</i>					Settled
02-18-021	10/31/2018	<i>Member was given Verbal Warning for failure to meet threshold for emergency call out.</i>					Settled
02-18-022	10/31/2018	<i>Member was given Verbal Warning for failure to meet threshold for emergency call out.</i>					Settled
02-18-023	10/31/2018	<i>Member was given Verbal Warning for failure to meet threshold for emergency call out.</i>					Settled
02-18-024	10/31/2018	<i>Member was given Verbal Warning for failure to meet threshold for emergency call out.</i>					Settled
02-18-025	12/21/2018	<i>Member was given a Written Reprimand for insubordination.</i>					Settled

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION NO. 702

Vectren Grievance Report

Union Grievance Number	Grievance Date	Issue	1st step	2nd step	3rd step	Arbitration	Current status
02-19-001	12/13/2018	<i>Member was given a five (5) day suspension for his involvement in a traffic incident.</i>					Settled
02-19-002	1/27/2019	<i>Overtime given to wrong overtime list/district.</i>					Resolved in Union's favor.
02-19-003	2/6/2019	<i>Permanet Leadman vacancy not posted in Francisco.</i>					Resolved in Union's favor.
02-19-004	2/28/2019	<i>Human Resources not meeting with retiring members.</i>					
02-19-005	2/24/2019	<i>District Line Crews worked in Evansville without calling through the entire Evansville overtime list.</i>					Resolved in Union's favor.
02-19-006	3/7/2019	<i>Member received a Written Reprimand for actions taken on January 22, 2019 during a degassing procedure.</i>					Withdrawn
02-19-007	3/15/2019	<i>Departmental overtime list is incorrect. Positions on the list are not correct.</i>					Resolved in Union's favor.
02-19-008	4/18/2019	<i>The Company violated the Contract, and Past Practice, when it worked an Apprentice Lineman on a Gas-crew that worked overtime. There were qualified and available Fitters and Fitter Apprentice that were not offered the opportunity for this overtime.</i>					Withdrawn
02-19-009	7/5/2019	<i>Member terminated for safety related incident</i>					Settled
02-19-010	9/13/2019	<i>Member terminated without just cause.</i>					Withdrawn

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION NO. 702

Vectren Grievance Report

Union Grievance Number	Grievance Date	Issue	1st step	2nd step	3rd step	Arbitration	Current status
02-19-011	10/1/2019	<i>Member received suspension for five (5) working days without pay. The discipline and suspension were without just cause.</i>					Resolved in the Unions favor
02-19-012	10/17/2019	<i>Member received suspension without pay for one (1) working day. The suspension and discipline were without just cause.</i>					
02-19-013	11/12/2019	<i>Boonville Line Dept as a Whole. (Low available members on overtime list. Make whole</i>			Met on 1/8/2020		Withdrawn
02-19-014	11/9/2019	<i>Evansville Utility Attendant Department as a Whole. Low qualified person on overtime list. Make Whole</i>					Resolved in
02-19-015	11/14/2019	<i>Evansville Utility Attendant Department as a Whole. Low qualified person on overtime list. Make Whole</i>					Withdrawn
02-20-001	2/7/2020	<i>Member was given a five (5) day suspension.</i>					Settled
02-20-002	2/7/2020	<i>Member was given a five (5) day suspension.</i>					Settled
02-20-003	2/7/2020	<i>Member was given a five (5) day suspension.</i>					Settled
02-20-004	2/7/2020	<i>Member was given a five (5) day suspension.</i>					Settled
02-20-005	2/7/2020	<i>Member was given a five (5) day suspension.</i>					Settled
02-20-006	5/26/2020	<i>Member missed two meals.</i>					
02-20-007	5/18/2020	<i>Member was not paid for three days.</i>					