



# INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

## LOCAL UNION NO. 702



### Grievance Report

updated 02/19/2024

#### City of Miner, MO

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
73-12-001	On or about 12/7/2012	City of Miner; Police Officers Contract	Name Withheld	<b>Docking of time for failure to clock in and out</b>	Discussed with City Clerk and City Attorney on 12-17-2012	N/A			<b>Closed</b> - Issue settled with payment to member; letter sent to all who are covered under a contract at the City of Miner reminding them to clock in and out and to verify that the machine read their I.D. card.
73-12-002	On or about 12/13/2012	City of Miner; Police Officers Contract	Name Withheld	<b>Questioning placement on the salary schedule; not being given years of service credit for prior employment</b>	Discussed with affected individual on 12/13/2012; investigation and research completed on 12/18/2012.	N/A			<b>Closed</b> - Issue will not be pursued after learning that credit for years of prior service remains solely within the City according to their criteria (which is defined); others currently on property are not receiving partial or all years of prior service credit.
73-13-001	On or about 1/22/2013	City of Miner; Police Officers Contract	Name Withheld	<b>Write up of Officer</b>	Discussed between Steward and Chief 1/24/2013	N/A			<b>Closed</b> - Issue was resolved with no grievance being filed; City agrees [via email documentation between Bus. Rep. Mark Baker and Chief Chris Griggs] write up was more of a coaching and explanation of expectation of a newly hired officer and was not disciplinary in nature.
73-13-002	On or about 4/22/2013	City of Miner; Police Officers Contract	Good of the Union	<b>Minimum Staffing</b>	Pending				<b>Closed</b> - Initial Letter of Inquiry was sent to the City on April 22nd, 2013; resolved with the new CBA effective 7/1/2013.
73-13-003	On or about 8/16/2013	City of Miner; Police Officers Contract	Name Withheld	<b>Resignation</b>	N/A				<b>Closed</b> - letter sent recognizing the (probationary period) member resigned in order to receive a favorable recommendation to another job opening at a different employer.

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73-13-004	11/18/2013	City of Miner; All Agreements	Good of the Union	<b>Overtime</b>					<b>Closed</b> - City issued memorandum on 11/18/2013 requiring Mayoral approval for OT to be worked; CBA already has provision. Union sent letter on 11/19/2013 notifying City of grievance and/or ULP if members are denied payment for OT worked.
73-14-001	1/8/2014	City of Miner; Police Officers Contract	Kyle Rodgers	<b>Sick Leave</b>					<b>Closed</b> - Grievance Filed for action on 12/30/2013 denying sick leave usage, substituting vacation instead; settled by the Mayor in favor of the Union on 3/4/2014.
73-14-002	4/28/2014	City of Miner; Police Officers Contract	Name Withheld	<b>3-Day Suspension</b>	Member was suspended on 4/28/2014; a cover letter and grievance was sent to the City on 5/1/2014 requesting to meet with the Mayor and bypass meeting with Chief of Police as he was the one that issued the suspension. The Business Representative met with the member and Chief of Police on 5/1/2014 and a tentative settlement was reached; signed by all Parties the following week ~ suspension reduced to a counseling with one of two days loss of pay made up.				<b>Closed</b> - acceptable settlement was negotiated and signed by the Police Chief, Bus. Rep. & member; Union received copy of such on May 20th, 2014.
73-14-003	10/13/2014	City of Miner; City Employees Contract	Name Withheld	<b>Termination</b>	Member was terminated on Friday, Oct. 3rd; Union was notified on Monday, Oct. 6th. Grievance was formally filed on Oct. 13th, 2014.				<b>Closed</b> - grievance reduced to writing on Monday, October 13th, 2014 requesting meeting with Mayor and City Attorney to investigate reasons for termination. Email from member was received on October 15th, stating she did not wish to pursue reinstatement. Grievance was formally withdrawn by way of letters to the City and member on Friday, October 17th, 2014.

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**City of Miner Grievance Report**

*updated 02/19/2024*

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73-15-001	3/25/2015	City of Miner; Police Officers Contract	Name Withheld	<b>Termination</b>	Member was notified on Wednesday, March 18th of their termination; grievance and cover letter was formally issued on March 25th, 2015				<b>Open</b> - following a meeting with the City, the matter is being held in abeyance pending the outcome of charges filed against the member on December 2nd, 2015 by the Scott County Prosecuting Attorney's office. At the trial, the member was found NOT GUILTY; the Union is awaiting review by the POST commission to determine re-activating the grievance.
73-16-001	1/6/2016	City of Miner; Police Officers Contract	Name Withheld	<b>Termination</b>	Bypassed by way of letter from the Union dated January 7th, and the amended letter of January 11th, 2016.	Held on Monday, February 8th, 2016 with the Mayor, City Attorney, Steward, & Grievant			<b>Closed</b> - Member was suspended on Wednesday, January 6th, 2016 and placed on leave. He was subsequently terminated by vote of the City Council on Friday, January 8th. The Union sent a cover letter and grievance on the suspension on Thursday, January 7th, and amended the grievance to include the termination on Monday, January 11th. A second step meeting with the Mayor was held on Monday, February 8th, 2016. A proposed Settlement Agreement was rejected by the Council on February 29th, an amended settlement proposal was also rejected by the Council on March 22nd. After the majority of the Council seats changed hands on the April 5th election, the amended proposed settlement was countered by the Council at the April 19th closed session meeting. The Union rejected such counter and the Council voted in closed session on Friday night, April 22nd, to accept the Settlement Proposal.

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updated 02/19/2024

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73-16-002	2/1/2016	City of Miner; Public Works Employees Contract	Name Withheld	<b>Three Day Suspension</b>	Bypassed by way of letter from the Union dated February 1st, 2016.	Held on Monday, February 8th, 2016 with the Mayor, City Attorney, Steward, & Grievant			<b>Closed</b> - Member was suspended for three days by a vote of the City Council at their meeting on Tuesday, January 26th, 2016. The Union filed a grievance with the City on Monday, February 1st, 2016. 2nd step meeting was held Monday, February 8th, 2016. A Settlement Agreement was signed on February 29th, 2016; if member goes one (1) year with no further disciplinary issues, suspension will be removed from file, but no back pay.
73-16-003	3/1/2016	City of Miner; Public Works Employees Contract	Name Withheld	<b>Three Day Suspension</b>	N/A	N/A	N/A	N/A	<b>Closed</b> - member served a three day suspension during the first week of February 2016 for poor job performance during November and December 2015. Per the member's request and agreement, no grievance was filed or pursued.
73-16-004	3/23/2016	City of Miner; Public Works Employees Contract	Name Withheld	<b>Termination</b>	N/A	N/A	4/19/2016		<b>Closed</b> - member was terminated on March 22nd for a failed drug test. The Union filed a grievance on March 23rd and met with the City Council in closed session on April 19th, 2016 to discuss. The Council rejected any consideration for continued employment and the Union withdrew the grievance by way of letter to the member and City on April 25th, 2016.

# INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

## City of Miner Grievance Report

updated 02/19/2024

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73-16-005	3/23/2016	City of Miner; Police Officers Contract	Robert Watson	<b><i>Awarding of Sargent's Position</i></b>	N/A	Met on Monday, May 16th, 2016			<b><i>Closed</i></b> - at the May 16th meeting, the processed was explained and all of the grievant's questions were answered. With the grievant's support, the grievance was withdrawn by way of letter to the City on Tuesday, May 24th.
73-16-006	4/4/2016	City of Miner; Police Officers Contract	Robert Watson	<b><i>Denial of continued light duty assignment</i></b>	N/A	Met on Monday, May 16th, 2016			<b><i>Closed</i></b> - at the May 16th meeting, the processed was explained and all of the grievant's questions were answered. With the grievant's support, the grievance was withdrawn by way of letter to the City on Tuesday, May 24th.
73-16-007	8/26/2016	City of Miner; City Employees Contract	Darrin Skinner	<b><i>Hostile work environment, Intimidation, Retaliation, Harassment, Defamation, and disruption of Union employees</i></b>	N/A	Met on Tuesday, September 13th, 2016			<b><i>Closed</i></b> - by request of the member to withdraw the grievance via email dated January 18th, 2017, the Union notified the City on Thursday, January 19th that it was dropping the issue.
73-16-008	9/2/2016	City of Miner; City Employees Contract	Darrin Skinner	<b><i>Conduct of Councilmember towards Grievant</i></b>	N/A	Met on Tuesday, September 13th, 2016			<b><i>Closed</i></b> - by request of the member to withdraw the grievance via email dated January 18th, 2017, the Union notified the City on Thursday, January 19th that it was dropping the issue.
73-16-009	9/2/2016	City of Miner; City Employees Contract	Glenda Wilson	<b><i>Conduct of Councilman toward co-worker</i></b>	N/A	Met on Tuesday, September 13th, 2016			<b><i>Closed</i></b> - by request of the member to withdraw the grievance via email dated January 19th, 2017, the Union notified the City on that same day that it was dropping the issue.

# INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

## City of Miner Grievance Report

updated 02/19/2024

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73-16-010	9/4/2016	City of Miner; Police Officers Contract	Roger Manwaring	<b>Conduct of Councilman toward co-worker</b>	N/A	Met on Tuesday, September 13th, 2016			<b>Closed</b> - with agreement of the member to withdraw the grievance via email dated Wednesday, February 8th, 2017, the Union notified the City on Monday, February 13th that it was dropping the issue.
73-17-001	10/3/2017	City of Miner; Police Officers Contract	Name Withheld	<b>Three Day Suspension</b>	N/A	10/17/2017			<b>Closed</b> - following a meeting with the Union, accompanied by the member / grievant, with the Mayor, Police Chief, and City Attorney, a Settlement Agreement was reached that was satisfactory to all parties and signed on November 17th, 2017.
73-17-002	10/3/2017	City of Miner; Police Officers Contract	Name Withheld	<b>One Day Suspension</b>	N/A	10/17/2017			<b>Closed</b> - following a meeting with the Union, accompanied by the member / grievant, with the Mayor, Police Chief, and City Attorney, a Settlement Agreement was reached that was satisfactory to all parties and signed on November 15th, 2017.
73-18-001	12/14/2017	City of Miner; City Employees Contract	Darrin Skinner	<b>Treatment by City Council Member</b>	During the December 19th Council meeting, it was requested to not meet in the 2nd step on any future grievance, as the Council member requesting such desired to have the full Council in attendance at such meetings. Accordingly, this issue is being pursued to the full Council and we have requested such a meeting, which will need to be held in Executive Session in accordance with Missouri's Sunshine Law.				<b>Closed</b> - 3rd Step meeting with the full Council was held on March 19th, 2018. Following such, discussion was had with the member and through agreement, the grievance was dropped with a letter to the City and one to the member on Thursday, March 29th, 2018.

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## City of Miner Grievance Report

updated 02/19/2024

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73-18-002	7/2/2018	City of Miner; Police Officers Contract	Lance Ash	<b>Threatening Text Message from Police Chief</b>	N/A	N/A	Held on Monday, July 30th, 2018 with a follow up meeting on Tuesday, September 25th, 2018.		<b>Closed</b> - a grievance was filed on July 2nd, 2018, met with the entire City Council on Monday, July 30th, 2018 wherein it was explained that the grievant had full ability to stop at any and all Council members' houses. A follow up meeting was held with the Council on Tuesday, September 25th and the City agreed to let the Bus. Rep. and grievant review the personnel file, which was done on Monday, October 1st, 2018. Following turmoil and upheaval within the Council and a subsequent power struggle with the sitting Chief of Police (who was impeached and removed from office), and new Council members elected in April, 2019, followed by the grievant's voluntary resignation from employment with the City in June, 2019, the grievance was withdrawn by way letter to the Grievant and City on July 3rd, 2019.
73-18-003	N/A	City of Miner; City Employees Contract	Name Withheld	<b>Warning Letter</b>	N/A	N/A	Met with the full Board of Alderpersons on August 21st, 2018		<b>Closed</b> - in a meeting on 8/21/2018, after hearing all of the facts, the Board voted to rescind the disciplinary letter from the employee's file.
73-18-004	9/6/2018	City of Miner; Police Officers Contract	Name Withheld	<b>Termination</b>	N/A	N/A	Met with Board of Alderpersons on Tuesday, September 25th, 2018.		<b>Closed</b> - following the September 6th, 2018 termination, the Union met with the member and full Board of Alderpersons, and Mayor, and reached a settlement agreement for reinstatement.

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updated 02/19/2024

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73-18-005	11/9/2018	City of Miner; City Employees Contract	Name Withheld	<b>Harrasment</b>	N/A	N/A	Requested meeting with full Council		<b>Closed</b> - cover letter and grievance report sent to the City on Wednesday, November 14th requesting a meeting with the Council. Due to the inability to meet with the Council member who winters in Florida, other agencies were consulted. The grievant and Business Representative discussed the issue in detail during the ensuing months and reached the mutual decision to withdrawal on July 3rd, 2019.
73-18-006	N/A	City of Miner; Police Officers Contract	Name Withheld	<b>Internal Concerns</b>	N/A	N/A			<b>Closed</b> - member discussed concerns with Sikeston Unit Executive Committee; follow up action is being evaluated. Pursuant to the grievant resigning from the City, the grievance was not pursued any further and a letter was sent to the member on Wednesday, July 3rd, 2019.
73-18-007	11/8/2018	City of Miner; Police Officers Contract	Name Withheld	<b>Termiantion of Probationary Employee</b>	N/A	N/A	N/A		<b>Closed</b> - the City released a probationary employee on Tuesday, October 30th. The Union sent letters to the employee and City on Thursday, November 8th that no grievance would be filed.



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73-18-005	10/24/2018	City of Miner; Police Officers Contract	Good of the Union	<i>Payment to part-time dispatcher</i>	N/A	N/A	N/A		<b>Closed</b> - upon discussion and consideration, it was determined to inform the Mayor and Board of Alderpersons by way of letter that the Union believed this was an unwise decision in the face of the membership agreeing to a one-year contract freeze. Such letter was sent on Thursday, December 6th, 2018.
73-19-001	1/24/2019	City of Miner; Police Officers Contract	Name Withheld	<b>Termination</b>	N/A	N/A	The Union, along with the member, met with Council on Thursday, January 24th to discuss prior to their decision to terminate.		<b>Closed</b> - The Union filed a grievance and investigated the facts of the case. After evaluation of all matters, the Union withdrew the grievance by way of letters dated 2/27/2019.

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73-19-002	3/28/2019	City of Miner; Police Officers Contract	Multiple Members	<b>Actions of fellow co-worker</b>	N/A	N/A	N/A		<b>Closed</b> - several members contacted the Union with several concerns; the Union filed a grievance and forwarded all information to the Council requesting to meet and address the matter. The Union agreed to let the new interim Police Chief address the issue and if not satisfactory to the members, the grievance could be pursued. Two of three members initiating the grievance resigned employment from the City soon after this issue was raised, as well as the member who was the subject of this matter. Accordingly, the Union withdrew the grievance on June 13th, 2019 by way of letter to all affected / interested parties.
73-19-003	5/8/2019	City of Miner; Police Officers Contract	Name Withheld	<b>Verbal Reprimand</b>	N/A	N/A	N/A		<b>Closed</b> - member accepted a verbal reprimand for slight vehicle damage he caused while on duty; no grievance was filed and letters were sent on 5/13/2019.
73-21-001	4/12/2021	City of Miner; City Employees Contract	Name Withheld	<b>Termination</b>	N/A	N/A	N/A		<b>Closed</b> - The City issued a termination to a probationary employee who had job performance issues. The Union investigated the facts and, with the terminated employee's understanding and agreement, issued a letter to the City on Friday, April 16th, that it would not be pursuing a grievance in the matter.

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702**

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73-21-002	9/29/2021	City of Miner; Police Officers Contract	Name Withheld	<b>Termination</b>					<b>Closed</b> - upon learning of a member's termination, the Union requested to meet by way of letter to the City on Friday, October 1st, 2021. After meeting with the terminated member on 10/6/2021 to gather facts, the member opted to accept alternate employment elsewhere and not seek reinstatement. Therefore, no grievance was pursued and letters were sent to the member and City on 10/12/2021.
73-21-003	9/23/2021	City of Miner; Police Officers Contract	Name Withheld	<b>Two-Day Suspension</b>	N/A	N/A	N/A		<b>Closed</b> - upon learning of the suspension due to repeated tardiness, the Union discussed with the suspended member and mutually agreed not to pursue a grievance in the matter. A letter was sent each to the member and City on Friday, October 8th, 2021.
73-22-001	2/23/2023	City of Miner; Police Officers Contract	Name Withheld	<b>Termination</b>	N/A	N/A	N/A	N/A	<b>Closed</b> - Upon learning of Member's termination, the Union requested to meet via letter dated 02/23/2023. After investigating and evaluating the facts of the case, the member opted to find employment elsewhere.

# INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

## City of Miner Grievance Report

updated 02/19/2024

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73-22-002	3/25/2022	City of Miner; Police Officers Contract	Name Withheld	<b>Three Day Suspension</b>	N/A	N/A	N/A	N/A	<b>Closed</b> - After grievance filed via letter from the Business Manager, Mayor decided to rescind discipline. Mayor brought it to up to the new Business Rep sometime in April 2022 that issue wasn't over and requested out presence at next City Council meeting. Closed session meeting on 05/09/2022 was attended by Union and grievant, at which discussion was had over the incident. Union asserted the matter was closed, and after deliberation by City Council, the Union was notified by the City Attorney that everything was dropped once and for all. Official withdrawal letter sent on 10/06/2022 with Union's position on the matter.
73-22-003	9/22/2022	City of Miner; Police Officers Contract	N. Rapert	<b>Article V, Section 5.02 - OT not paid for work performed outside normal hours</b>	Denied - reduced to writing on 09/28/2022	10/17/2022	N/A	N/A	<b>Closed</b> - Resolution reached in closed session 2nd Step meeting with City Council on 10/17/2022. Grievant made whole for the 4 hours OT worked, and further agreement was reached that should work need to be performed on City Vehicles, it was allowable as long as the Chief of Police gives express permission, but OT would be kept to a minimum.