



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION 702



Grievance Report

Updated 02/19/2024

Municipal Utilities; City of Poplar Bluff - Electrical and Water/Sewer Departments

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
71-11-001	11/3/2011	City of Poplar Bluff Electric Department	Rob Schwartz	Allowance of Family Sick Leave for hospitalization of live-in Mother-In-Law	11/3/2011				Closed - Settled in the Union's favor in the First Step by the Steward, Sandy Walker. Great Job!
71-12-001	7/23/2012	City of Poplar Bluff Electric Department	Clerical Members	Assignment of Duties to non-bargaining unit personnel	7/24/2012				Closed - Withdrawn by the Union via letter dated 7/26/2012 that outlined our position and assertions relative to the issue.
71-13-001	2/27/2013	City of Poplar Bluff Electric Department	Name Withheld	Disciplinary Letter to member for incident on 2/14/2013	Meeting held on Wednesday, March 6th, 2013				Closed - following the 3/6/2013 meeting with the member, Steward Sandy Walker, Business Representative Mark Baker, and General Manager Bill Bach, the Union issues letter to the City, dated the same day, summarizing the discussion and understanding reached between the Parties.
71-13-002	Meeting held on 3/6/2013	City of Poplar Bluff Electric Department	Good of the Union	City's issue of sick leave (over) usage letter to five (5) bargaining unit members	Discussion with Stewards Sandy Walker & Jason Ruesler, Business Representative Mark Baker, and General Manager Bill Bach held on Wednesday, March 6th, 2013.				Closed - Union issues letter to the City on Thursday, March 7th, suggesting suspension of the City ordinance as the issuance of letters does not take into consideration reasons for absences in excess of the City's arbitrary threshold. Members who were issued letters were informed by the Union that they could voluntarily submit reasons or documentation for any such absences that contributed to their amounts over the implied allowed amount. Union reserved the right to grieve, up to and including arbitration, any City action which it feels negatively affects our members in violation of the contract.
71-13-003	11/4/2013	City of Poplar Bluff Electric Department	Name Withheld	Termination over loss of CDL for a period of 1 year	Meeting with Bus. Rep. and Steward with Utility Director on Tuesday, November 5th @ 11:00 a.m.				Closed - Union and City reach understanding that member will have to take time off for 30 days until a hardship license is obtained; due to the fact that member does not normally operate a Commercial Vehicle requiring a CDL, member will be allowed to return with a valid operator's license, but must re-acquire his CDL after the year suspension.

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City of Poplar Bluff, Municipal Utilities ~ Grievance Report

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71-15-001	9/3/2015	City of Poplar Bluff Electric Department	Name Withheld	3-Day Suspension	Grievance was filed on 9/3/2015; a meeting with the City, Steward, and Grievant (along with Bus. Rep.) was held on Friday, September 11th, 2015.				Closed - After meeting with the City on 9/11/2015 and receiving the written response on 9/22/2015, the Union met with the Steward and Grievant and decided there was not enough merit to pursue. A withdrawal letter was issued to the Grievant and City on 10/20/2015.
71-16-001	5/9/2016	City of Poplar Bluff Electric Department	Name Withheld	Termination for loss of CDL	Held on Wednesday, May 11th.	Held on Tuesday, May 17th.			Closed - Grievance was filed on 5/9/2016 pertaining to the City's May 5th termination of the grievant; 2nd step meeting held with the Supervisor, Business Representative, Steward, and Grievant/Member; written denial received on May 11th, 2016. 3rd step meeting held with the Utilities Manager, Business Representative, Steward, and Grievant/Member; written denial from the City was received on Monday, May 23rd. After evaluating all aspects of the case, it was determined there was not enough merit to proceed to arbitration. This was discussed via telephone with the member / grievant on Thursday, June 9th, and letters were issued to the member / grievant (certified mail) and employer on Friday, June 10th.

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71-17-001	1/31/2017	City of Poplar Bluff Electric Department	Joey VanMatre	<i>Bargaining Unit Work performed by Another Department</i>	Held on Tuesday, January 31st, 2017	Held on Monday, Feb. 6th, 2017			<i>Closed</i> - the Union withdrew the issue at the conclusion of the February 6th, 2017 second step meeting after caucusing with the Stewards and Grievant.
71-18-001	1/15/2018	City of Poplar Bluff Electric Department	Bookkeeper Classification	<i>Vacancy not filled; work assigned to non-bargaining unit personnel</i>	Requested to bypass	Request to meet; met on 3/1/18.			<i>Closed</i> - Union raised the issue of a recent retirement of the Bookkeeper, the City discussed upgrading bargaining unit personnel while such Bookkeeper work was performed, but the Union learned that non-bargaining unit personnel was performing the work during the week of January 8th, 2018. A cover letter and grievance was sent to Utilities Director Bill Bach on Monday, January 15th, 2018, requesting to bypass the first step and meet in the second step. A meeting was held on Thursday, March 1st where agreement was reached to change the title to Account Information Clerk and to revise job duties, to include the work that was grieved in this instant matter. The Council unanimously passed an amendment to the contract on Monday, April 2nd, and the grievance was considered resolved at that point. A letter was sent to the City and members on Thursday, April 5th, 2018.
71-18-002	2/15/2018	City of Poplar Bluff Electric Department	Ronny Barker & other applicable classifications	<i>Automated Disconnects and Reconnects of Meters</i>	N/A	N/A			<i>Closed</i> - the Union met with the City on Thursday, March 1st to discuss grievance 71-18-001, Bookkeeper Classification, and it was agreed that this position (title will be changed to Account Information Clerk) will perform this bargaining unit work. The Council unanimously passed an amendment to the contract on Monday, April 2nd, and the grievance was considered resolved at that point. A letter was sent to the City and members on Thursday, April 5th, 2018.

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71-18-003	4/4/2018	City of Poplar Bluff Electric Department	Name Withheld	Documented Verbal Warning & Reprimand					Closed - Documented Verbal Warning & Reprimand was issued on Tuesday, April 3rd, 2018. The Union & member filed a grievance on Wednesday, April 4th and a meeting was held on April 19th. The City's response was received on Tuesday, April 24th, and the Union, with the agreement and understanding of the member withdrew the matter by way of letter dated May 8th, 2018.
71-18-004	10/15/2018	City of Poplar Bluff, Municipal Utilities ~ Water / Sewer Department	Good of the Union / Name Withheld	3rd Employee Warning	N/A	N/A			Closed - Meeting held with City, with the Steward present, on Friday, October 15th, 2018. After evaluation, and along with discussion held with the affected member on Tuesday, October 30th, the Union withdrew the issue by way of letter dated November 2nd, 2018.
71-18-005	10/15/2018	City of Poplar Bluff, Municipal Utilities ~ Water / Sewer Department	Good of the Union / Name Withheld	Employee Written Warning	N/A	N/A			Closed - Meeting held with the City, along with the Steward present, on Friday, October 15th, 2018. After careful consideration of the all the pertinent facts, the Union responded by way of letter dated November 2nd, 2018, and withdrew the grievance.
71-18-006	11/11/2018	City of Poplar Bluff, Municipal Utilities ~ Water / Sewer Department	Name Withheld	Termination	11/5/2018				Closed - Through conversation with the member, and with his agreement, no grievance was pursued. The City and member were both notified of such by way of letters dated 11/9/2018.
71-18-007	11/14/2018	City of Poplar Bluff, Municipal Utilities ~ Water / Sewer Department	Name Withheld	Employee Written Warning	11/16/2018		11/27/2018		Closed - Grievance was processed on the November 8th, 2018 write up of our member on property damage to an overhead door. Through an information request and three Sunshine Act requests, the City failed to provide the requested information, so ultimately, the Union issued a letter on 2/20/2019 that stated we did not view the written documentation as discipline in this matter.

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71-20-001	2/5/2020	City of Poplar Bluff, Municipal Utilities ~ Water / Sewer Department	Name Withheld	Employee Written Warning	N/A				Closed - Through conversation with the member, and with his agreement, no grievance was pursued. The City and member were both notified of such by way of letters dated 02/14/2020.
71-20-002	1/30/2020	City of Poplar Bluff, Municipal Utilities ~ Water / Sewer Department	Name Withheld	Employee Written Warning	N/A				Closed - Through conversation with the member, and with his agreement, no grievance was pursued.
71-20-003	4/20/2020	City of Poplar Bluff, Municipal Utilities ~ Water / Sewer Department	Name Withheld	Employee Written Warning	4/21/2020	4/27/2020	N/A		Closed - Grievance processed through 2nd step. The Union's position and notification to not process grievance any further sent to the City by letter dated 05/07/2020.
71-21-001	5/24/2021	City of Poplar Bluff, Municipal Utilities ~ All Departments	All Classifications	Sick Leave Documentation	N/A				Closed - Union issued a demand to bargain letter to the City over the City's desire to change sick leave documentation practices on 05/24/2021. After a phone conversation between the Business Rep and General Manager on the same day, the Union sent another letter dated 05/24/2021 withdrawing the request to meet with the City over the issue after determining the City had no intent to change their sick leave documentation practices, that the changes were only for tracking unaccounted for sick leave that was within the parameters of the CBA, and that the City would answer any questions the Union had about said topic. On 06/02/2021, the Union sent a list of questions to the City, to which they answered on 06/08/2022. Grievance was not pursued any further.
71-22-001	1/4/2022	City of Poplar Bluff, Municipal Utilities ~ Water / Sewer Department	Quinton Tillman	Job Bid Denial	1/?/2022	1/?/2022		7/13/2022	Open - Grievance has been processed all the way through arbitration, with the Arbitrator ruling in the Union's favor. City Manager rejected Arbitrator's ruling by way of letter dated 10/10/2022. Union pursuing matter through the courts.
71-22-002	7/27/2022	City of Poplar Bluff, Municipal Utilities ~ Water / Sewer and Electric Departments	Names Withheld	Employee Written Warning	N/A				Closed - Through discussions with all members involved with incident, and with their agreement, a grievance was not filed, but a letter was issued to the City stating the Union's position on the matter on 08/09/2022.

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71-23-001	8/22/2023	City of Poplar Bluff Municipal Utilities - Electric Dept.	D. Slone, D. Russom	<i>Power Plant Scheduling</i>	N/A				<i>Closed</i> - Through discussions with all members involved, and at the request of the aggrieved members, a grievance was not filed. Letters sent to City and Members on 08/28/2023 reserving right to grieve future similar instances.
71-24-001	2/7/2024	City of PB Municipal Utilities - Water/Sewer Dept.	Name Withheld	<i>Termination - Failure to get required Operating License in contractual time frame</i>	N/A				<i>Closed</i> - After investigating issue, member did not want to pursue a grievance. No grievance letters sent to City and Member on 02/07/2024.