



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION 702



Grievance Report

M & A Power Electric Cooperative; Poplar Bluff, MO									
Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
40-10-001	4/30/2010	M & A Electric Cooperative	Good of the Union	<i>Vacant Crew Leader Position</i>	Letter sent 5/3/10	Meeting held on 5/20/2010			<i>Closed</i> - Grievance Withdrawn due to acceptable settlement/resolution on 5/20/10
40-10-002	6/8/2010	M & A Electric Cooperative	Name Withheld	<i>Discharge of Member</i>	6/8/2010	Met on 5/20/2010		Scheduled for October 13th, 2010 - Cancelled	<i>Closed</i> - Settlement reached on 9-28-2010; parties have signed off. Negotiation of an Alcohol and Drug Testing Policy is ongoing; the Parties met on Nov. 1st and are exchanging draft revisions.
40-10-003	7/2/2010	M & A Electric Cooperative	Charlie Griffin	<i>R/O/W Laborer upgrade to Truck Driver</i>	6/23/2010	Met with Coop 8/23/10		Arb Demand Letter sent 8/24/10	<i>Closed</i> - Verbal settlement reached on 4/21/11; 4/27 Cooperative commits to pay grievant upon grievance withdrawal from the Union. Union withdraws grievance in recognition of settlement by way of letter dated 5/5/11.
40-11-001	6/13/2011	M & A Electric Cooperative	Name Withheld	<i>Termination during Probationary Period</i>	Discussion held via telephone on 6/13/2011	N/A			<i>Closed</i> - Union received termination letter dated 6/13/11 on 6/17/11 asserting Management's Rights per Article XI, Section 11.01 of the current CBA. Union responds with letter dated 7/6/11 recognizing such and notifying Coop it would not be proceeding with a grievance in the matter.
40-11-002	8/3/2011	M & A Electric Cooperative	Name Withheld	<i>Termination of Employment</i>	Discussion held with Company on 8/3/2011	Email received from the Cooperative dated October 12th, 2011, with details and information requested by the Union. Union responds with "No Grievance to be Filed" letters to Cooperative and Member, dated October 25th, 2011.			<i>Closed</i> - Union discussed the matter with the member on the afternoon of August 3rd, 2011, informing him of its position with respect to his issue and the action he would have to take to ensure the availability of continued employment with the Cooperative, of which the member did not / was not able to comply with.
40-13-001	11/11/2013	M & A Electric Cooperative	Larry "Cornbread" Evans	<i>Holiday Pay</i>	Discussion with Immediate Supervisor held on 11/11/20103				<i>Closed</i> - Issue was resolved in the Union's favor; Cooperative agreed to pay Dispatchers the holiday pay on the day of the holiday, regardless of when other members were observing such.



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40-17-001	1/21/2017	M & A Electric Cooperative	Name Withheld	Loss of CDL for DWI during off- duty hours	Discussion held with the Cooperative on Thursday, January 26th, 2017 with Steward, Member, Business Representative, and Cooperative Manager				Closed - following the January 26th, 2017 meeting, the Manager issued a 30-day suspension (effective Monday, February 6th) and numerous return-to-work conditions that the member and Union were agreeable to. No grievance was formally filed in the matter, due to the Parties being able to reach a mutually satisfactory arrangement to address the situation.
40-18-001	4/23/2018	M & A Electric Cooperative	Name Withheld	Duplicate Switching & Outage Report Numbers	N/A	N/A	N/A		Closed - following discussion with the member, no grievance was filed. The issue raised by the Cooperative was educational in nature and all dispatchers understand the need to have correct information entered.
40-23-001	3/9/2023	M & A Electric Cooperative	Good of the Union	Job Bidding	N/A				Closed - After discussions with the Cooperative and Steward, Coop agreed to bid the number of jobs at the appropriate classifications instead of a "blanket" bid moving forward. Letter sent to Coop stating no grievance filed, but reserve right to do so for future similar instances sent on 03/09/2023.