



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION 702

Grievance Report



SEMO Electric Cooperative

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
42-09-001	1/5/2009	SEMO Elect. Coop.	Peggy Evans	<i>Bargaining Work - Supervisor hauling materials from Sikeston to Bloomfield</i>	1/5/2009				Closed - Settled in the Union's favor; Grievant rec'd 3-hr callout pay
42-09-002		SEMO Elect. Coop.	Good of the Union	<i>New contract interpretation - Rest Period</i>	Met with Cooperative on 12-15-2009				Closed - Withdrawn by the Union by way of letter dated Jan. 19, 2010
42-09-003		SEMO Elect. Coop.	Good of the Union	<i>New contract interpretation - Meals</i>	Scheduled for 12/15/09				Closed - 2 issues relative to meal; the one hour added to the end of a callout was withdrawn by the Union by way of letter dated Jan. 19, 2010; the meal for every callout issue has become grievance #42-10-001
42-09-004		SEMO Elect. Coop.	Good of the Union	<i>New contract interpretation - Overtime Rates</i>	Scheduled for 12/15/09				Closed - Issue became grievance #42-10-002
42-10-001	12/15/2009	SEMO Lineworkers	Good of the Union	<i>Meal for every Callout</i>	Met with Cooperative on 12-15-2009			Sched. for August 8th, 2010; cancelled on July 10th, 2010	Closed - Settlement agreement reached in Grievance Mediation on 7/2/2010; parties have signed off on Addendum
42-10-002	12/15/2009	SEMO Lineworkers	Good of the Union	<i>Overtime rates at certain applicable hours of the day</i>	Met with Cooperative on 12-15-2009				Closed - Settled in favor of the Union; remedies paid
42-10-003	2/24/2010	SEMO Lineworkers	Terry Bunting & Jim Brown	<i>Rest Period Application Error</i>	2/24/2010				Closed - Settlement reached on 3/30/10
42-10-004	4/6/2010	SEMO Clerical	Becky Ivester	<i>Accountant Position</i>	3/30/2010			Sept. 16, 2010 - cancelled	Closed - Settlement reached on 9/13/2010; signed on 9/28/2010
42-10-005	7/2/2010	SEMO Lineworkers	John Griffin & Robbie Gilmer	<i>Rest Period Application Error</i>					Closed - Settled in first step in favor of the Union; two grievants paid a three-hour callout and allotted one meal allowance

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42-10-006	7/11/2010	SEMO Lineworkers	Good of the Union	Bargaining Unit Work	Request Sent 7/12/10	Met on 1/26/2011 with Manager and Stewards; membership on 1/31/11		N/A	Closed - Dropped with a letter dated March 18th, 2011
42-10-007	10/26/2010	SEMO Lineworkers	Good of the Union; Bloomfield Headquarters Lineworkers, Jim Brown, & Joe Hill	Bargaining Unit Work - Use of Contractors before utilizing entire internal workforce	Cover letter and grievance, dated 11/1/2010 sent to Coop on that date	Met on 1/26/2011 with Manager and Stewards; membership on 1/31/11		N/A	Closed - Dropped with a letter dated March 18th, 2011
42-11-001	3/18/2011	SEMO Lineworkers	Good of the Union	Bargaining Unit Work ~ Management Personnel performing Check Reads	Cover letter and grievance, dated 3/18/2011 sent to Coop on that date	Met with Manager and Stewards on July 29th; received Coop email response on 10/6/2011.			Closed - Cooperative email of 10/6/2011 agrees that check reads is IBEW work; withdrawn by way of letter on 11/15/2011 as resolved in the Union's favor.
42-11-001A	3/22/2011	SEMO Lineworkers	Good of the Union	Meter Change Outs by the Engineering Technician classification	Grievance dated 3/22/2011	Initial Meeting with Coop on 7/29/2011	Follow up meeting on 11/14/2011		Closed - Cooperative responded to issue by adjusting job ticket assignments more in accordance with the Union's desire; Union sends withdrawal letter dated 11/15/2011
42-11-002	3/28/2011	SEMO Clerical	Good of the Union	Scope of the Agreement - Covered work of the newly created Customer Service Manager Position	Cover letter and grievance, dated 3/28/11 sent to Coop on that same date	Met with Manager and Steward on July 29th; Union was informed that the position was not being pursued any further by the Cooperative at this time.			Closed - Union withdrew by way of letter(s) dated August 9th, 2011 after Coop had informed Union classification was not being established after matter was being indefinitely suspended by the Board of Directors.
42-11-003	5/31/2011	SEMO Clerical	Name Withheld	April 19th, 2011 Termination of Probationary Employee	Met with Cooperative on 4/20/2011; received termination letter from Cooperative dated 5/23/2011. Union sends letters to Cooperative and member on 5/31/2011 of notice that it will not be proceeding with a grievance in the matter.				Closed - Dropped with a letter dated May 31st, 2011
42-11-004	10/18/2011	SEMO - All	Good of the Union	PTO Supplement to Workers Compensation Issue	Initial Meeting with Coop on 7/29/2011	Cover Letter & Grievance dated 10/18/11 sent	Follow up meeting on 11/14/2011		Closed - Union and Cooperative resolve with SIDE AGREEMENT that outlines the interpretation / application of the contract language.

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42-11-005	10/18/2011	SEMO Lineworkers	Good of the Union	Check Reads/Control Panel Checks	Cover Letter & Grievance dated 10/18/11 sent	Initial Meeting with Coop on 7/29/2011	Follow up meeting on 11/14/2011		Closed - discussion at 11/14/2011 meeting identified what supervisors were doing in substations; no bargaining work affected. Withdrawal letter was sent by the Union.
42-11-006	10/18/2011	SEMO Lineworkers	Ryan Wishon	Improper Placement on Callout List	Cover Letter & Grievance dated 10/18/11 sent	Met with the Coop and Stewards on Nov. 14th, 2011			Closed - Withdrawn by the Union by way of letter dated November 15th, 2011.
42-11-007	12/20/2011	SEMO Lineworkers	Ryan Condict	Personal Day for New Employee					Closed - Settled in the first step by the Steward
42-12-001	7/29/2012 (date of incident)	SEMO Lineworkers	John Griffin & Ryan Condict	Management Doing Bargaining Unit Work	Met with Coop and Stewards on 8/2/2012 to discuss the issue.				Closed - Cooperative researched the outage logs and admitted performing bargaining unit work on the day in questions; agreed to pay two members a three-hour callout and one meal allowance.
42-13-001	12/26/2012 (date of incident)	SEMO Clerical	Kristi Parker & Brittney Mulcahy	Callout / Rest Period / Appropriate Rate of Pay	Met with Steward and Cooperative on 1/8/2013				Closed - Cooperative agrees to pay our members an additional 3.8 hours of straight time pay in recognition of historical application of the language from the Lineworker's Group
42-13-002	5/29/2013	SEMO Lineworkers	Name Withheld	Termination	Closed - Business Representative met with Member on May 20th, 23rd, and 28th prior to termination. Information request was sent to the Cooperative on Friday, May 31st and received on Sunday, June 16th. The Bus. Rep. and member met again on June 17th and 28th to review and discuss all of the information and documentation the Cooperative used in making their decision. The member was informed by way of certified letter dated July 1st (and also emailed to him on that same day) that the Local would not be pursuing a grievance in the matter.				

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42-13-003	11/18/2013	SEMO Clerical	Marsha Mitchell, Mary Simmons, Connie Hooper, Becky Ivester	<i>Overtime / Callout</i>	Held on 11/19/2013				<i>Closed</i> - Management acknowledged that non-bargaining unit personnel had answered incoming telephone calls on Sunday, November 17th, during storm restoration, when the Accountant and Computer Data Operator classifications had not been contacted for responding; the Cooperative awarded each of the four members a 3-hour callout.
42-14-001	4/15/2014	SEMO Clerical	Karen Barnhart (originally) & Becky Ivester; Good of the Union	<i>Job Awarding; Seniority</i>	Met on 4/24/2014 with all bidding members that wanted to attend present.			Settled prior to arbitration which was scheduled for 1/16/2015.	<i>Closed</i> - Union members were notified on 4/14/2014 of job awardment to less senior member; cover letter and grievance sent to Cooperative on 4/15/2014 requesting to meet; meeting held on 4/24/2014; senior bidder withdrew bid on May 27th. Grievance was pursued for next senior bidder, Becky Ivester. Abitration was scheduled for Jan. 16th, 2015, but a settlement agreement was reached on December 9th.
42-14-002	7/1/2014	SEMO Lineworkers		<i>Management Doing Bargaining Unit Work (failure to call all available linemen)</i>	Steward discussed with management on 7/8/2014				<i>Closed</i> - Cooperative agreed to pay those not contacted a three-hour callout.
42-19-001	7/8/2019	SEMO Clerical	Name Withheld	<i>Termination during probationary period</i>	N/A	N/A	N/A	N/A	<i>Closed</i> - discussion was held with the terminated member on Monday, July 8th, followed by an investigation and conversation with the Coop Manager on July 9th to learn the reasons for termination, which were conveyed to the member on July 11th. No grievance was pursued, due to it being in the probationary period.

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42-19-002	12/16/2019	SEMO Lineworkers	R. Hicks, D. Glastetter	<i>Improper Compensation for Rest Period</i>	N/A	N/A	12/19/2019	N/A	Closed - Settled in Union's favor, grievants compensated as outlined in Union's remedy. Withdrawal letter sent to Coop on 01/02/2020.
42-20-001	7/6/2020	SEMO Lineworkers	R. Hicks, R. Jarrett	<i>Improper Compensation for Rest Period</i>	Numerous meetings and correspondence that led to Addendum #3 that was fully executed on 02/01/2021 fully wrapping entire issue up.			N/A	Closed - Grievants compensated as outlined in Union's remedy. Grievance led to Addendum #3 to the Lineworker's CBA that was fully executed on 02/01/2021.
42-21-001	4/9/2021	SEMO Clerical	Good of the Union	<i>Management doing Bargaining Unit work</i>	N/A	N/A	5/5/2021	N/A	Closed - After meeting with the Coop on 05/05/2021, there were numerous communications over this issue, including the final communication on 10/28/2021 where the Union sent the Coop a letter stating that since the Coop's intent is for all work to be turned over to the bargaining unit, the Union finds this matter resolved for the time being, but reserves the right to re-open the case should the need arise.
42-22-001	12/22/2022	SEMO Lineworkers	Names Withheld	<i>Five-day Suspensions for unsafe work practices</i>	N/A	N/A	1/5/2023	N/A	Closed - Coop offered settlement agreement to reduce senior grievant's suspension to a three-day suspension with 16 hours of back pay, but no reduction in junior grievant's discipline. After junior grievant was terminated during their probationary period, Union accepted settlement offer. Withdrawal letter sent to Coop on 02/08/2023.