



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION 702

Grievance Report



Board of Municipal Utilities (BMU); Sikeston Light & Water

Updated 03/01/2024

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
46-10-001	1/12/2010	BMU; Sikeston Light & Water	J. Turner	Water & Sewer Department Meter Maintenance Position Job Bid & Awarding Issue	Union and Company meet on the following dates; 10/20/2009; 11/3/2009; 2/8/2010; 5/17/2010; & 5/21/2010				Closed - Settled: MOU dated 2/18/10; follow up documentation for 8-1-10 transfer to be completed
46-10-002	2/23/2010	BMU; Sikeston Light & Water	Name Withheld	Probationary Employee Discharge	Letter sent 3/9/10	Met with Company on 3/25/2010			Closed - 4/6/10 Withdrawn by Union
46-10-003	7/27/2010	BMU; Sikeston Light & Water	J. Reynolds	Water & Sewer Department Maintenance Bid	Met with Member 8/3/10	Met with Member 8/5/10	Met with Member 8/17/10		Closed - Withdrawn due to prior settlement reached with Company on same issue
46-10-004	11/15/2010	BMU; Sikeston Light & Water	Good of the Union; on behalf of J. Reynolds	Water Plant Foreman Job Bid Award	Cover letter and grievance report sent to Company on 11/15/10				Closed - Senior Bidder withdrew bid on 12-10-10; Union withdrew grievance on 1-5-11
46-10-005	12/6/2010	BMU; Sikeston Light & Water	Good of the Union; J. Lott	Water Department Stand-By Man working through Lunch	N/A				Closed - past practice is mixed; members opted not to pursue. Drop letter dated 1-6-11 sent to the Company and copied to member and Steward.
46-10-006	11/1/2010	BMU; Sikeston Light & Water	Name Withheld	11/1/2010 Counseling letter for failure to properly perform job duties on 9/28/2010	N/A				Closed - Union did not grieve, but obtain agreement from the Company that the counseling letter addressed only the day of the incident, not the overall performance of the grievant/member.
46-11-002	2/15/2011	BMU; Sikeston Light & Water	Name Withheld	2/15/2011 Counseling letter (written warning) for inappropriate work habits; absence from work w/out permission in conjunction with sick leave & vacation over use.	Sent meeting request dated March 16, 2011				Closed - Union sent a letter on 3/16/2011 requesting to meet for clarification of the issue and surrounding details pertaining to member member's situation; see grievance #46-12-001 for current status.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Board of Municipal Utilities (BMU); Sikeston Light Water Grievance Report

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
46-11-003	4/30/2011 - 5/1/2011	BMU; Sikeston Light & Water	J. Miller	Placement of Plant Grounds Maintenance member on schedule without going by the overtime list	Meeting held with Power Station Manager Rick Landers, Steward Jay Kruger, Member Jason Miller, and Business Representative Mark Baker held on May 26th, 2011				Closed - Union sent letter to member and Company dated June 1st, 2011 that it would not be pursuing a grievance in the matter; member was in agreement with Union's decision.
46-11-004	7/6/2011	BMU; Sikeston Light & Water	Name Withheld	4-Day, 2-hour Suspension	Held on July 7th, 2011	Held on July 14th, 2011	Meeting request sent on July 15th, 2011 ~ held on August 4th, 2011		Closed - Union and Company reach settlement agreement at third step meeting; resolution was signed off on ~ member declined to work and retired on 10/1/2011.
46-11-005		BMU; Sikeston Light & Water	Power Station - Electrical Department	Missed Overtime Assignment ~ Wrong Classification called in to Assist Stand-By Electrician			Met with Company and members on 8/16/2011		Closed - Union and Company reached settlement to pay the low man 6.5 hours at applicable overtime rate; has been completed ~ Union withdrew grievance on 9/7/2011
46-11-006	7/28/2011	BMU; Sikeston Light & Water	D. White, D. Mills, A. Belt	Jurisdiction of Work - Assigned out of Classification	Filed on July 28th, 2011		Met with Company and members on 8/16/2011		Closed ~ Good discussion held at third step; withdrawn by Union on 9/7/2011
46-11-007	6/11/2011	BMU; Sikeston Light & Water	D. Howard, J. Roberts, L. Powell, J. Reed, & J.D. Turner	Call In Meals at the Power Station	Company Denial dated 8/18/2011	Company denial dated 8/30/2011	Meeting held on Wed. Sept. 14th with Steward David Howard present		Closed ~ dropped with a letter following third step meeting on 9/14/2011; was rectified in Fall 2011 negotiations.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Board of Municipal Utilities (BMU); Sikeston Light Water Grievance Report

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46-12-001	2/20/2012	BMU; Sikeston Light & Water	Name Withheld	Termination at the Power Station	Cover Letter and Grievance Report sent to Company on 2/20/2012				Closed - the matter, along with grievance #46-11-002, had been placed in abeyance while the member pursued a determination of disability from MO LAGERS. After learning the disability award had been made, the Union withdrew both grievances on 11/14/2013 by way of letters to both the member and the Company.
46-12-002	4/5/2012	BMU; Sikeston Light & Water	Name Withheld	One Day Suspension for Repeated Tardiness	Member accepted the disciplinary action				Closed - Union, after communicating with the member involved, notified the Company that it would not be pursuing a grievance in the matter, by way of letter dated April 26th, 2012.
46-12-003	4/15/2012	BMU; Sikeston Light & Water	Good of the Union; All Affected Classifications	Subcontracting at the Power Station	Company denial dated 4/15/2012 received by the Union	Company denial dated 4/17/2012 received by the Union	Meeting held on Tuesday, May 1st, 2012		Closed - Union and Company sign Settlement Agreement on 1/16/2013; make up Saturdays are Jan. 26th and Feb. 2nd for affected crafts.
46-12-004	Getting from Steward	BMU; Sikeston Light & Water	Instrumentation Department	Subcontracting at the Power Station	Getting Date from the Steward	Held on 6/27/2012			Closed - resolved in the Union's favor in the 2nd step.
46-12-005	8/10/2012	BMU; Sikeston Light & Water	Downtown Water Distribution Department	Standby and Automatic Upgrades to Utilityman Classification	Steward met with City on 8/6 or 8/7	Union and City met on 8/21 to discuss the issue.			Closed - Union and Company have signed a settlement agreement that requires operation of related equipment to be eligible for upgrade(s) and stand-by/callouts. Members were supportive and responded positively.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Board of Municipal Utilities (BMU); Sikeston Light Water Grievance Report

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
46-12-006	11/26/2012	BMU; Sikeston Light & Water	Name Withheld	Termination of Meter Reader	Steward present at term. meeting on 11/26/12.				Closed - in addition to the terminated being a probationary period employee, the Union discovered several other factors that would have prevented reinstatement. The issue was not pursued through the grievance procedure.
46-13-001	1/1/2013	BMU; Sikeston Light & Water	B. Shirkey	Upgrade to Foreman at Wastewater Treatment Plant	Met with Company on Feb. 6th, 2013				Closed - Union investigated Company time sheets, contractual language, and past practice and found not enough support existed to proceed and prevail. No grievance was formally filed, but letters were sent to the Company and member on 2/28/2013 that the Union would not be proceeding in the matter.
46-13-002	3/13/2013	BMU; Sikeston Light & Water	J. Miller	Upgrade of Fuel Lime Operator, 1st 9 months	Steward and/or Member discussed with Supervisor, Plant Manager, Personnel Manager, and General Manager during the first two weeks of March.				Closed - Discussion between the Stewards, Member, and Business Representative followed up with a letter to the member dated 3/14/2013.
46-13-003	Letters sent on 4/8/2013 and 4/12/2013; Company response received on 4/15/2013.	BMU; Sikeston Light & Water	Good of the Union; initiated at the Power Station	4/5/2013 Cell Phone Memo at Power Station	Declined by Plant Manager Rick Landers to the Stewards on 4/6/13.	Meeting with Utility Director Ed Throop, Personnel Director Ron Friday, Plant Manager Rick Landers, and Mr. J. W. Hackworth (all management) and Stewards JD Turner and Andrew Eason, with Bus. Rep. Mark Baker, held on Friday, April 19th.			Closed - meeting on Friday, April 19th resolved the issue with the Company agreeing to abide by Section 113 of the Safety Manual, which is acceptable to the Union. A revised memo was issued by the Company on Tuesday, April 30th.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Board of Municipal Utilities (BMU); Sikeston Light Water Grievance Report

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
46-13-004	On or about 8/19/2013	BMU; Sikeston Light & Water	Name Withheld	Two Day Suspension for Poor Work Performance					Closed - After investigating and discussing, member asserted they did not want a grievance pursued in the matter. The Union notified the Company that it would not be pursuing a grievance by way of letter dated 9/6/2013.
46-13-005	On or about 10/8 & 10/9	BMU; Sikeston Light & Water	Good of the Union	Upgrade to Leadman at the Power Station; Specifically in the Mechanic's Shop	On or about October 10th, 2013				Closed - Company agreed to pay the upgrade for the days in questions, but reserve the right in the future to select the upgraded person.
46-13-006	On or about October 22nd, 2013	BMU; Sikeston Light & Water	Sterlin "Butch" Breeden	Fuel / Lime Foreman not being included in the section of the contract pertaining to Short Notice Vacancy and Emergency Sick Leave rotation.	Written Denial from Company received on 10-25-2013	Written Denial received from the Company on 10-28-2013	Held on 11/13/2013; Union requested time to discuss with members of the department.		Closed - Union investigated and processed through all steps, short of filing for arbitration, and found no contractual violation; withdrawal letter sent on 11/22/2013.
46-13-007	2013 Fall Derate Outage	BMU; Sikeston Light & Water ~ Power Station	Good of the Union	Upgrade for Step Classifications					Closed - ongoing discussion was held between Company and Union; formally dropped with understanding letter on April 7th, 2014.
46-14-001	2/3/2014	BMU; Sikeston Light & Water ~ Power Station	Name Withheld	Counseling letter in file for repeatedly not following directions by Shift Supervisor.	2/3/2014	N/A	N/A		Closed - at counseling meeting, member acknowledged wrongdoing; Steward secured Company's commitment to expunge letter on May 1st, 2014 if there are no further instances or issues. (Letter in file was removed by the Company due to no further issues by May 1st.)

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Board of Municipal Utilities (BMU); Sikeston Light Water Grievance Report

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
46-14-002	3/10/2004	BMU; Sikeston Light & Water	Good of the Union; All Affected Classifications	Elimination of the Rollover Deductible feature in the insurance plan	Cover letter and Grievance Report submitted on Monday, March 10th, suggesting the bypassing of the lower two steps and meeting with the negotiating committees of each Party; agreed to meet on Friday, March 15th @ 11:00 a.m.				Closed - Verbal Settlement reached during meeting on Friday, March 14th, 2014; Company agrees to allow rollover for six identified members (one person per family) for the 2013 - 2014 rollover.
46-14-003	3/20/2014	BMU; Sikeston Light & Water ~ Power Station	A. Eason	Discrimination against Union Steward	Cover letter and Grievance Report sent on Thursday, March 20th; agreement to wait until Outage is over to meet.				Closed - Union withdrawal on May 20th, 2014 due to retirement of management personnel accused of actions in violation of the CBA (member in agreement to withdraw).
46-14-003(a)	7/11/2014	BMU Sikeston Light & Water ~ Power Station	Maintenance Department	Maintenance Mechanics were not allowed to work equivalent overtime hours of outside contractor on July 8th & 9th	July 12th, 2014				Closed - Settled at the first step by the Steward; four (4) members working equal number of make up overtime hours.
46-14-004	12/11/2014	BMU Sikeston Light & Water ~ Power Station	M. Thompson	Discrepancy over the amount of Standby Pay on the day prior to a holiday (Veteran's Day)	Closed - Grievance was reduced to writing on December 11th, 2014; a clarification / correction to the original 11-17-2011 email put out by the Plant Manager was received by the Union on 1-20-2015. The revision keeps intact the meaning and intention of the 2011 contract negotiations to model the Power Station Standby after the Downtown practices. The grievance was withdrawn by way of a letter on February 20th, 2015.				
46-14-005	12/2/2014	BMU Sikeston Light & Water ~ Downtown	D. Monroe	Sick Leave Buy Back at Retirement	Closed - An initial inquiry was made on December 2nd, 2014, via telephone call and email to Personnel Manager Ron Priday about the contractual language in Article VI, Section 6.09 ~ Sick Leave Buy Back at Retirement. Through correspondence and information supplied by the Company on December 3rd, 2014, which was reviewed by the Union, it was clear that the Company has been consistent in its application of their interpretation of the language from its inception. The Union officially requested member David Monroe (retiring) be made whole according to the Union's literal application of the language, and also the Company's position, by way of letter, on or about January 8th, 2015. An email response from General Manager Ed Throop was received on January 19th. In a letter dated March 16th, 2015, the Union notified the Company that it would not proceed through the grievance process in the matter.				

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Board of Municipal Utilities (BMU); Sikeston Light Water Grievance Report

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
46-15-001	3/16/2015	BMU Sikeston Light & Water; Instant Situation occurred at Power Station location	7 Mechanics at Power Station	Article XI, Section 11.06 ~ Meals after quitting time			Met with Utility General Manager Rick Landers, Personnel Director Ron Priday, Plant Manager Don Miller along with Steward JD Turner and Mechanics John Roberts and Sean Henson on June 4th, 2015.		Closed - Meals earned by 7 Mechanics at the Power Station on or about Thursday, February 19th, 2015, were ultimately denied by the Company on Monday, March 9th. After discussion and consultation with the Steward, the Union proceeded to file a formal grievance with a cover letter on Monday, March 16th, 2015, requesting to put the matter instantly into abeyance until the completion of the current outage at the Plant. On Thursday, June 4th, at the 3rd Step Meeting, the Company resolved the issue by agreeing to pay the 7 \$10.00 meal allowances in the next pay period.
46-16-001	3/1/2016	BMU Sikeston Light & Water; Instant Situation occurred at Power Station location	D. Howard, A. Eason; Good of the Union	Refusal of Company to continue the past practice of administering a test to determine qualifications and ability of the job bidders	Held officially on 3/3/2016 between Steward JD Turner and Supervisor Lynn Hasty (denied by Company)	Held on 3/3/2016 between Steward JD Turner and Plant Manager Don Miller (denied by Company)	Held on 3/7/2016 between Utility Director Rick Landers, Plant Manager Don Miller, Union Bus. Rep. Mark Baker, Steward JD Turner, and the two grievants.		Closed - matter was resolved by the Company allowing the two grievants to fully submit all qualifications to supervisor Lynn Hasty by the of the day on 3/14/2016 to see if they met the job qualifications. Company issued final response on 3/24/2016 that no bidders were qualified. By way of grievant's agreement on March 31st, the grievance was formally withdrawn by way of letters to the grievants and Company on April 21st, 2016.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Board of Municipal Utilities (BMU); Sikeston Light Water Grievance Report

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
46-16-002	10/12/2016	BMU Sikeston Light & Water; Sewer Plant Location	B. Shirkey; Good of the Union	Upgrade to Foreman at Wastewater Treatment Plant			Held on 11/2/2016 after negotiations		Closed - a meeting was held on November 2nd with the Stewards, Grievant, current Sewer Plant Foreman, Business Representative, and Company personnel; a conceptual settlement agreement was reached on 8-hour upgrade periods. It was signed at the conclusion of a follow-up meeting on February 10th, 2017 where the matter was resolved.
46-17-001	2/20/2017	BMU Sikeston Light & Water; Power Station Location	Name Withheld	4+ Day Suspension for repeatedly ignoring job duties					Closed - the member, a Control Room Operator, with the presence of the Steward, met with the Company and received this 4+ day suspension. The suspension was for repeatedly missing load changes and he had been given numerous previous warnings and chances to self-correct. The Union investigated the issue and found no reasonable basis to file a grievance, and informed the member and the Company by way of letters dated March 7th, 2017 that a grievance would not be pursued in this matter.
46-17-002	4/3/2017	BMU Sikeston Light & Water; Power Station Location	J. Miller	Failure to place member on overtime schedule for outage					Closed - with thorough discussions with the member, a grievance was ultimately not pursued in this matter as the member normally staffs a relief shift and there was not a clear and convincing contractual violation; no grievance was filed and no notice was sent to the Company or member.
46-17-003	7/4/2017	BMU Sikeston Light & Water; Power Station Location	Good of the Union; All Classifications subject to Standby	Improper Compensation and Staffing of the July 4th Holiday					Closed - a cover letter and grievance was issued on Friday, July 14th, 2017. The Company insists the staffing and compensation is in accordance with the past practice and the clarification by Rick Landers on January 20, 2015 and the withdrawal of Union File 46-14-004 pertaining to the same issue. The Parties met on July 20th, 2017 to discuss. The grievance was formally withdrawn on April 12th, 2018.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Board of Municipal Utilities (BMU); Sikeston Light Water Grievance Report

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46-17-004	8/7/2017	BMU Sikeston Light & Water; Power Station Location	D. Howard	End of day holdover overtime	8/7/2017	8/17/2017			Closed - the grievant was low on overtime and forced to stay over before the Standby person was held over for end of day overtime on Friday, August 4th, 2017. The written grievance was completed, turned in, and responded to on August 7th. A second step meeting request was sent on Wednesday, August 9th. The grievant met with the Power Station Manager on Thursday, August 17th and, following such meeting, informed the Union he did not want to pursue it any further; formally withdrawn by way of letter on 11/21/2017.
46-17-005	8/22/2017	BMU Sikeston Light & Water; Retail Operations Location	Name Withheld	Suspension and Termination					Closed - the member was indefinitely suspended on Tuesday, August 22nd, 2017 for suspicion of theft of Company property. On Friday, August 25th, the Company terminated the suspended member. On Monday, September 18th, 2017, after receiving agreement from the Company on Thursday, September 3rd to suspend the grievance timeline, the Union (Bus. Rep. & Steward) reviewed the information and documentation in the Company's possession that was used to terminate the member. Due to the overwhelming amount of evidence supporting the Company's action, the Union notified the Company and the Union on Monday, September 25th, 2017 that it would not be pursuing a grievance in the matter.
46-17-006	4/12/2018	BMU Sikeston Light & Water; Power Station Location	Name Withheld	Termination					Closed - the member was terminated after previously receiving a four (4) day suspension for repeatedly ignoring job duties. The member was terminated on August 8th, 2017 for multiple reasons and job performance issues. The Union tried to contact the member several times to discuss with him, never receiving any response. The matter was formally closed on April 12th, 2018.
46-18-001	On or about April 25th, 2018	BMU Sikeston Light & Water; Power Station Location	C. Holmes	Safety				N/A	Closed - no grievance was pursued in the matter following a discussion between the member and shift supervisor.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Board of Municipal Utilities (BMU); Sikeston Light Water Grievance Report

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
46-18-002	4/30/2018	BMU Sikeston Light & Water; Power Station Location	Name Withheld	Termination	April 30th, 2018		May 30th, 2018	N/A	Closed - after meeting with the member and Company on the day of termination, the Union requested all relevant information and documentation. Following receipt of such, a 3rd step meeting was held on May 30th., wherein the Company denied any opportunity for reinstatement. After careful evaluation of all facts and matters with respect to the case, a letter was sent to the grievant via certified mail on Monday, September 24th, 2018 notifying him that the Union was not pursuing the matter any further.
46-18-003	8/22/2018	BMU Sikeston Light & Water; Power Station Location	C. Anderson	Job Bid Denial	Written Denial from Company received on 8/23/2018	Written Denial received from the Company on 9/14/2018	Met with Company and members on 9/24/2018; received Company denial that same day.		Closed - After meeting through all steps, the grievant informed the Union of his preference to withdraw the grievance. Such action was taken and the Company notified on Monday, October 1st, 2018, by way of letter.
46-19-001	2/15/2019	BMU Sikeston Light & Water; Retail Operations Location	D. Brashear	Job Bid Denial	Written response from Company received on 2/19/2019.	Held with Company, member, and Steward on 2/19/2019.			Closed - the Union investigated the facts of the case through the third step and determined that the contract had not been violated; it notified the Company and member by way of letters dated 4/4/2019.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Board of Municipal Utilities (BMU); Sikeston Light Water Grievance Report

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
46-19-002	8/7/2019	BMU Sikeston Light & Water; All Locations and Classifications	Good of the Union	New Sick Leave Policy	8/5/2019	8/14/2019	9/15/2019	N/A	Closed - following a meeting on Thursday, September 5th, with all the Stewards and appropriate Company personnel, the Union proceeded to withdraw the issue by way of letter to the Company on 9/17/19.
46-19-003	4/15/2019	BMU Sikeston Light & Water; Power Station Location	J. Cashmer	Sick Leave Issue	4/15/2019				Closed - meeting with the member, Steward and Company resolved the issue to the member's satisfaction.
46-20-001	5/28/2020	BMU Sikeston Light & Water; Power Station Location	C. Lenderman	Hours Charged to Sick Leave	N/A	N/A	7/8/2021		Closed - following the meeting on Wednesday, July 8th, 2020, the Company converted time as being covered under the FFCRA and restored 16 hours of sick leave to the grievant.
46-20-002	7/1/2020	BMU Sikeston Light & Water; Retail Operations Location	Q. Overbeck	Sewer Plant Foreman Additional Job Duties	N/A	N/A	7/9/2021		Closed - following the meeting on Thursday, July 9th, the Company agreed to absorb the additional duties that had not previously been performed by the Sewer Plant Foreman and the Union withdrew the grievance by way of letter to the Company dated July 13th, 2021.
46-20-003	8/27/2020	BMU Sikeston Light & Water; Power Station Location	C. Anderson	Denial of 4th Step Mechanic Job Bid	N/A	N/A	8/6/2020 & 9/14/2020		Closed - the Union met with the Company on both August 6th and September 14th, 2020 in an effort to resolve the matter. Eventually, the Union demanded arbitration in the matter, but due to the grievant resigning from the Company in order to accept employment elsewhere in May of 2021, the Union withdrew the grievance but reserved the right to process similar issues in the future.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Board of Municipal Utilities (BMU); Sikeston Light Water Grievance Report

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
46-20-004	November, 2020	BMU Sikeston Light & Water; Retail Operations Location	Good of the Union	Supervisor Covering Standby Period	N/A	N/A	N/A		Closed - the Union investigated the issue and after much conversation with the Steward, issued a letter on Tuesday, December 17th, 2020 to the Company outlining the ongoing conversation that was occurring regarding the circumstances that gave rise to the matter.
46-20-005	10/7/2021	BMU Sikeston Light & Water; Power Station Location	J. Palmer, E. Chartrau, & H. McGill	Denial of Family Sick Leave			11/16/2020		Closed - the parties discussed and finally reached a settlement that recognized the FFCRA and grievants were credited two-thirds of their originally charged time back to their vacation amounts.
46-21-001	February, 2021	BMU Sikeston Light & Water; Power Station Location	J. Cashmer	Denial of Leadman Pay (retroactively)		3/1/2021			Closed - After meeting with the member, Steward and Company representatives at the 2nd step, the Union issued a letter to the Company on Friday, April 16th, 2021 closing the matter.
46-21-002	4/27/2021	BMU Sikeston Light & Water; Power Station Location	J. Cashmer	Dock Time		3/1/2021	4/17/2021		Closed - Following a meeting with the member, Steward, and Company representatives on April 17th, the Company ultimately agreed to withdraw the written warning issued to the grievant due to an absence on scheduled OT.
46-21-003	6/16/2021	BMU Sikeston Light & Water; Retail Operations Location	Name Withheld	Suspension for sick leave abuse	N/A	N/A	N/A		Closed - upon investigation and discussion with the suspended member, he agreed that no grievance should be filed. Letters were sent to the Company and member on Friday, June 18th, 2021.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Board of Municipal Utilities (BMU); Sikeston Light Water Grievance Report

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
46-21-004	8/18/2021	BMU Sikeston Light & Water; Power Station Location	Name Withheld	Sick Leave					Closed - Please contact the Business Representative for any concerns on this matter.
46-21-005	Between 9/28/21 and 10/04/2021	BMU Sikeston Light & Water; Power Station Location	J. Cashmer	Sick Leave Pay	10/4/2021	Bypass	10/3/2022		Closed - Grievance withdrawn by letter to Member and Company on 10/06/2022
46-21-006	Between 9/28/21 and 10/04/2021	BMU Sikeston Light & Water; Power Station Location	Name Withheld	Suspension	10/4/2021	Bypass	10/3/2022		Closed - Grievance withdrawn by letter to Member and Company on 10/06/2022
46-21-007	9/28/2021	BMU Sikeston Light & Water; Power Station Location	Good of the Union	Subcontracting at the Power Station	10/4/2021	Bypass	10/3/2022		Closed - Resolved in the Union's favor in the 3rd Step on 10/03/2022. 9 hours of OT offered to 2 Electricians at the Power Plant, starting at the bottom of the OT list from September 2021.
46-21-008	10/11/2021	BMU Sikeston Light & Water; Retail Operations Location	Name Withheld	Termination	N/A	N/A	N/A		Closed - member was terminated under progressive discipline. Upon discussion with the terminated member, he did not want to pursue a grievance for reinstatement and the Union notified the Company accordingly on 10/12/2021.
46-22-001	6/27/2022	BMU Sikeston Light & Water; Power Station Location	Name Withheld	2 Day Suspension	6/28/2022	7/7/2022	NA		Closed - Upon investigation and discussion with the suspended member, it was agreed that there is not sufficient merit to continue with the grievance/arbitration procedure. Withdrawn on 08/29/2022.
46-23-001	8/23/2023	BMU Sikeston Light & Water; Retail Operations Location	Name Withheld	Five-day Suspension leading to Termination	Bypassed via mutual agreement on 09/06/2023		9/12/2023	N/A	Closed - Upon discussion with member after 3rd Step Grievance meeting, member ultimately chose to find employment elsewhere. Withdrawal letters sent on 09/14/2023.
46/23/002	11/14/2023	BMU Sikeston Light & Water; Power Station Location	L. Tanner	Missed Overtime Opportunity	11/14/2023	N/A	N/A	N/A	Closed - Settled in Union's favor in 1st step Grievant awarded 12 hours OT paid. Withdrawal letter sent 12/01/2023.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Board of Municipal Utilities (BMU); Sikeston Light Water Grievance Report

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
46/24/001		BMU Sikeston Light & Water; Retail Operations Location	Name Withheld	Written Warning - Not performing work as assigned	1/25/2024	2/6/2024	N/A	N/A	Closed - Company offered settlement agreement; if no similar instances occur within a 12 month period, this instance of discipline would not be used in future cases/evaluation with the personnel file being expunged of the warning after 2 years. With grievance resolved to satisfaction of Grievant, withdrawal letters were sent on 02/29/2024.
46/24/002	1/26/2024	BMU Sikeston Light & Water; All Locations and Classifications	Good of the Union, T. Fritz	Job Bid Denial - Junior Employee awarded bid	1/26/2024	2/1/2024	N/A	N/A	Closed - After a thorough investigation of the matter, it was determined by the Company that the Grievant was qualified to do the job of Substation Journeyman Electrician, and the Company offered to settle the grievance. After putting a draft settlement agreement together to gain work group approval, grievant ultimately decided to withdraw the grievance and remain in present classification. Withdrawal letters sent 02/15/2024.