



# INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

## LOCAL UNION 702

### Grievance Report



#### Pemiscot Dunklin Electric Cooperative

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
43-11-001	1/27/2011	Pemiscot Dunklin Electric Cooperative	Name Withheld	<i>1/27/2011 Write Up of Member</i>	N/A	N/A	N/A	N/A	<b>Closed</b> - Union sent letter to Cooperative and Member on 3/1/2011 of notice not to grieve.
43-11-002	4/18/2011	Pemiscot Dunklin Electric Cooperative	Applicable Classifications	<i>4/13/2011 Letter informing Union that the Cooperative would not be furnishing short sleeve FR shirts</i>	Requested				<b>Closed</b> - Union responded on 4/19/2011 to Coop's 4/13/2011 letter; Union and Cooperative committed to resolving through negotiations in the fall of 2011, which has happened. Withdrawal letter issued to the Cooperative on 11/15/2011.
43-13-001	May, 2013	Pemiscot Dunklin Electric Cooperative	Doris Chism	<i>Unused Sick Leave at Retirement; Article VI, Section 6.06</i>	<b>Closed</b> - the Union and Cooperative met on Tuesday, June 11th wherein agreement was reached to allow the retired member to use the monetary equivalent of the formula used in the CBA for unused sick leave to be applied to any and all Medicare supplement plans, in addition to the other mentioned allowances in the contract.				
43-13-002	N/A	Pemiscot Dunklin Electric Cooperative	Name Withheld	<i>3-Day Suspension for Sleeping on the Job</i>	Meeting with Cooperative Manager Tim Davis, Operations Superintendent Jamie Vaughn, Storeroom Supervisor Ricky Tipler, IBEW Local 702 Bus. Rep. Mark Baker, Steward Andy Malone, and the affected member held on Thursday, October 31st @ 1:00 p.m.				<b>Closed</b> - after discussing the matter, the Cooperative has agreed to consider reducing or removing the suspension from the members file, including back pay for the three (3) days, if there are no further issues with the member for the next twelve (12) months. <i>*Due to the member being late for work in April of 2014, they will not be receiving a reduction in discipline or any recovery of pay.</i>
43-16-001	N/A	Pemiscot Dunklin Electric Cooperative	Name Withheld	<i>Suspension for off-duty incident</i>	No formal grievance was filed.				<b>Closed</b> - The member was suspended on Monday, February 1st for discharge of a weapon in the Kennett City limits on Sunday, January 31st. After completing a competency evaluation, the member, Cooperative, and Union signed a "Return To Work" agreement on March 4th, 2016.

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43-16-002	N/A	Pemiscot Dunklin Electric Cooperative	Name Withheld	<b>Verbal Warning for Safety Violations</b>	No formal grievance was filed.				<b>Closed</b> - The Cooperative issued a Verbal Warning on May 25th, to a Crew Foreman for unsafe conditions at a job site on May 24th, 2016. A meeting was held with the Physical Group, Cooperative Management, and Business Representative Mark Baker on Tuesday, June 7th where the incident was addressed. The member acknowledged the mistakes and agreed no grievance should be filed. Letters were sent to the member and Cooperative on Wednesday, June 8th, 2016.
43-16-003	8/3/2016	Pemiscot Dunklin Electric Cooperative	Name Withheld	<b>Suspension for unsafe work incident</b>			8/9/2016		<b>Closed</b> - grievant was suspended on August 3rd, 2016. The Union filed a grievance on Monday, August 8th, and met with the Steward, Grievant, and Cooperative on Tuesday, August 9th. An acceptable resolution to the issue was reached and a letter outlining this was sent to the Cooperative on Wednesday, August 10th, 2016, thereby closing the matter.
43-17-001	1/30/2017	Pemiscot Dunklin Electric Cooperative	Good of the Union	<b>Cooperative's intention to implement an Off-Property Staffing List by Callout Percentage</b>	N/A	N/A	N/A		<b>Closed</b> - The Union sent a letter on Monday, January 30th, 2017 putting the Cooperative on notice that the subject had previously been negotiated and agreed to by the Parties. The Union refrained from filing a grievance at this point, but put the Cooperative on notice that it would if it moved forward with their intention to change the procedure from the negotiated manner.
43-17-003	9/25/2017	Pemiscot Dunklin Electric Cooperative	Good of the Union	<b>Assingment of Bargaining Unit Work to Management</b>	Met with the Manager and Steward on October 12th, 2017.				<b>Closed</b> - the issue was discussed and the concerns were resolved. The Union outlined the details by way of letter dated October 24th, 2017 to the Cooperative.
43-18-001	8/20/2018	Pemiscot Dunklin Electric Cooperative	Name Withheld	<b>Three (3) day suspension for safety violation</b>	Met with the member and Cooperative on Friday, August 24th, 2018 and reached a settlement.				<b>Closed</b> - settlement agreement reached on 8/24/2018 that if the member goes a year with no further issues, the disciplinary letter will be removed from his file.
43-18-002	8/20/2018	Pemiscot Dunklin Electric Cooperative	Name Withheld	<b>Written Reprimand for conduct</b>	Met with the member and Cooperative on Friday, August 24th, 2018 and reached a settlement.				<b>Closed</b> - settlement agreement reached on 8/24/2018 that if the member goes a year with no further issues, the disciplinary letter will be removed from his file.

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43-18-003	8/20/2018	Pemiscot Dunklin Electric Cooperative	Name Withheld	<b>Verbal Warnings</b>	Met with the Cooperative (member declined to attend) on Friday, August 24th, 2018 to discuss.				<b>Closed</b> - discussed with the member on October 3rd, 2018. Through conversation, the member expressed a desire to allow the discipline to stand and not pursue it through the grievance procedure. Letters were sent to the member and Cooperative on Friday, October 5th, 2018.
43-18-004	8/21/2018	Pemiscot Dunklin Electric Cooperative	Name Withheld	<b>Verbal Warning</b>	Met with the member and Cooperative on Friday, August 24th, 2018 to discuss.				<b>Closed</b> - the Union is monitoring the situation and the two affected members have committed to taking care of the issue. Letters were sent to the member and Cooperative on Friday, October 5th, 2018, that the Union would not be pursuing a grievance in this matter.
43-18-005	8/21/2018	Pemiscot Dunklin Electric Cooperative	Name Withheld	<b>Verbal Warning</b>	Met with the member and Cooperative on Friday, August 24th, 2018 to discuss.				<b>Closed</b> - the Union is monitoring the situation and the two affected members have committed to taking care of the issue. Letters were sent to the member and Cooperative on Friday, October 5th, 2018, that the Union would not be pursuing a grievance in this matter.
43-20-001	7/13/2020	Pemiscot Dunklin Electric Cooperative	Name Withheld	<b>Written Warning</b>	N/A	N/A	N/A		<b>Closed</b> - the Copoerative issued a letter on July 16th, 2020 for an incident that occurred on July 13th, 2020 wherein the member failed to inspect a section of underground wire prior to energizing it, ultimately damaging the cable and knocking the line out. In consultation and agreement with the member, no grievance was pursued in the matter, and a letter documenting such was sent to the Cooperative on July 31st, 2020.
43-20-002	10/22/2020	Pemiscot Dunklin Electric Cooperative	Name Withheld	<b>Termination</b>	N/A	N/A	N/A		<b>Closed</b> - Member was terminated on October 22, 2020. His court date was finally held on Wednesday, June 9th, 2021. In discussion with the terminated member on Monday, June 21st, he informed the Union he did not wish to pursue the grievance any further. Letters were issued to the member and Cooperative on the same day.

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43-23-001	9/28/2023	Pemiscot Dunklin Electric Cooperative	Name Withheld	<i><b>Verbal Warning - Register out of balance</b></i>			N/A		<b>Closed</b> - Member has committed to continue learning the practices of the job, and strives to not repeat the mistake. At the decision of the affected member, a letter was sent to the Coop stating no grievance would be filed on 09/28/2023.
43-24-001	2/29/2024	Pemiscot Dunklin Electric Cooperative	Name Withheld	<i><b>Written Warning - Poor work ethic, negligent abuse of equipment, poor attitude toward coworkers and supervision</b></i>			N/A		<b>Closed</b> - Coop issued a letter on 02/29/2024 outlining the issues. In consultation with member, no grievance will be pursued. Coop will review after one year, and remove warning from member's personnel file if there are no similar instances resulting in write-ups during that time. Coop was sent a "no grievance" letter on 03/04/2024.