



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION 702

Grievance Report



Ozark Border Electric Cooperative

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
41-09-001		Ozark Border; Physical Group	Kevin Eiseler	Family Sick Leave Denial	12/7/2009	2/16/10 Received company Letter of denial			Closed - Withdrawn by the Union by way of letter dated Feb. 19th, 2010
41-10-001		Ozark Border; Physical Group	Name Withheld	Written Reprimand					Closed - Letter received on June 25th, 2010; member written up for taking lunch outside of contractual hours and being out of area without supervisor approval. Union did not grieve but responded in a letter. Letter sent to Co. 8/17/10 dropping grievance.
41-10-002	9/21/2010	Ozark Border; Physical Group	Justin Hann & Jerrod Lowe	Assignment of duties	Met with Manager, Steward, & Grievants on 10/14/10	The Parties originally exchanged settlement agreement proposals, neither of which were acceptable to the other. The Union met with its members on 10/18/2011 and revised its proposal and sent it to the Cooperative the next day. The Union agreed to extend deadline to 11-18-11 at request of the Coop, but did not hear back from them by that day. The Union requested and recieved an arbitration panel from the Federal Mediation and Conciliation Service (FMCS) on 11-21-2011. The 10-19-2011 Settlement Agreement offered by the Union was signed by the Company on 11-21-2011.			Closed - Resolved by way of Settlement Agreement, offered by the Union on 10-19-2011; signed by the Cooperative on 11-21-2011 and the Union on 11-29-2011. Company agrees to furnish help when requested for similar situations through the end of the contract.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Ozark Border Electric Cooperative Grievance Report

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
41-12-001	7/24/2012 (date of incident)	Ozark Border; Physical Group	Name Withheld	Termination for Sleeping on the Job	Closed - Union and Cooperative reached agreement on reduction in the matter; member was docked 1/2 hour of pay with no admission of guilt, and was removed from the callout list.				
41-13-001	Week of April 1st, 2013	Ozark Border; Physical Group	Name Withheld	Two (2) public complaints on a member's driving performance of a Cooperative vehicle	Union met, with Member and Steward present, with the Cooperative on Wednesday, April 17th, 2013. The Member agreed to sign authorization to release medical records to the Cooperative.	Closed - After receiving and reviewing the form, the Member did not sign authorization to release medical records, as he felt there were items of non-concern contained in the request from the Cooperative. The Union and Cooperative met again on May 15th wherein an agreement was reached that the Cooperative would not allow / the member to operate any Cooperative vehicles, nor require him to do pole-top rescue, and the Member would agree to retire on or before May 14th, 2014, unless seeking a disability determination. The Union, Cooperative, and Member have all signed an agreement with this understanding.			
41-13-002	October 8th, 2013	Ozark Border; Physical Group	Names Withheld	Allowance of one member to work on double time while two others were not	Discussion between the Bus. Rep. and Cooperative Manager on 10-9-2013 and 10-11-2013	Closed - Union sent letter to Cooperative dated October 18th, 2013 notifying them that no grievance would be filed, but the Union did reserve the right to file a grievance in similar cases in the future.			

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Ozark Border Electric Cooperative Grievance Report

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
41-14-001	Tuesday, July 1st, 2014	Ozark Border; Physical Group	Rick Little	<i>Failure to upgrade senior Journeyman to Crew Foreman</i>	Discussion between the grievant and Supervisor held throughout the following days.				<i>Closed</i> - Cooperative agreed to upgrade the senior man in the shop to Crew Foreman for the day in question.
41-14-002	Monday, September 8th, 2014	Ozark Border; Physical Group	Rick Little	<i>Failure to upgrade senior Journeyman to Foreman</i>	Initial meeting on October 10th, 2014 was held to discuss possible application from a similar situation from a 1977 - 1978 issue regarding assignment and rotation of Journeymen into maintenance positions; the Union met with members on Tuesday, January 6th to discuss research and information. Follow up meetings with the Cooperative, Steward, and Grievant were held on Thursday, January 29th and Wednesday, March 18th, 2015. Following discussion with the membership on Tuesday, April 7th at the Quarterly meeting in Poplar Bluff, a position and resolution letter was sent to the Cooperative dated April 15th, 2015. The Cooperative responded by way of letter dated June 15th, 2015, alleging no contractual violation had occurred and they acted in accordance with past practice.				<i>Closed</i> - After review of the Cooperative's June 15th, 2015 response and position letter, and discussion with the Grievant and Steward, the Union withdrew the grievance by way of letter dated July 9th, 2015.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Ozark Border Electric Cooperative Grievance Report

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
41-15-001	N/A	Ozark Border; Clerical Group	Name Withheld	<i>Written Warning for poor work performance</i>	No grievance was filed or will be pursued; the Union requested and met with the Steward, member, and Cooperative on Thursday, January 29th to seek removal of letter of written warning. Letter on 2/2/2015 to Cooperative outlines one-year period for removal of letter from file.				<i>Closed</i> - Union requested removal of letter with six months of performance with no issues; Cooperative agreed to a one-year time frame, which was acceptable to the Union and member. *The Union contacted the Cooperative on Wednesday, February 3rd, 2016 to request action / be advised of the status of the letter in the member's file, since the Union was unaware of any additional disciplinary issues. By way of email dated February 4th, 2016, Cooperative Manager Stanley Estes informed the Union that the letter was removed from the member's file on that day (February 4th, 2016).

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Ozark Border Electric Cooperative Grievance Report

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
41-16-001	11/18/2016	Ozark Border; Physical Group	Good of the Union; L. Stroud & R. Little	<i>Awarding of job to member with less seniority than two other bidders</i>	Meeting with the Manager, Business Representative, Steward, and Grievants held on 11/30/2016 @ 1:30 p.m. A follow up meeting was held on Thursday, February 2nd, 2017. Due to the Cooperative's continued resistance to respond to specifically requested information, an Unfair Labor Practice (ULP) Charge was filed on Monday, March 20th, 2017.				<i>Closed</i> - Cover letter and Grievance Report sent by way of email to the Manager on 11/18/2016; meetings with the Cooperative, Steward, and Grievants held on November 30th and February 2nd. Information request letter sent on February 7th, 2017; Coop repeatedly failed to appropriately respond, so on March 20th, 2017. Coop eventually responded on April 5th, and the ULP was withdrawn. On Tuesday, 13th, a membership meeting was held to review the facts of the case. The grievance was officially withdrawn on Monday, June 19th by way of letters to the Cooperative and grievants (who were in agreement to withdraw).
41-17-001	3/21/2017	Ozark Border; Physical Group	Names Withheld	<i>Two Day Suspension for Three Members</i>	A meeting was held with management and the Steward prior to bringing the three members in for questioning; the discipline was handed out on Tuesday, March 21st, to be effective March 27th and 28th. The Union received copies of all the documentation on Friday afternoon, March 24th. Discussion with the Steward was had, then with the three member on Monday, March 27th, and all three desired to refrain from filing a grievance in the matter. Letters were sent to the Cooperative and members that no grievance would be filed on the same day.				<i>Closed</i> - through investigation and processing by the Steward, and with the agreement of the three members, no grievance was filed and the discipline was accepted for the infraction.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Ozark Border Electric Cooperative Grievance Report

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
41-20-001	2/16/2020	Ozark Border; Physical Group	Name Withheld	Three Day Suspension	Pursuant to events that occurred on Sunday, February 16th, 2020, the Cooperative and the Union met on Wednesday, February 19th, 2020 to discuss the matter. The member involved voluntarily resigned from his Crew Foreman position, accepted a three (3) day suspension and removal from the callout list for five (5) days.				Closed - as the Union was present and consulted with the member in the final disposition of this matter with member and Cooperative, no grievance as pursued, and letters were sent to both the Coop and member on Monday, March 2nd, 2020 closing the matter.
41-20-002	10/12/2020	Ozark Border; Clerical Group	Name Withheld	Employee Write Up					Closed - The grievance was filed on October 12th, 2020. The Parties met on October 19th, 2020 to discuss the events of October 8th & 9th. A settlement was reached, which the Union documented by way of letter to the Cooperative dated October 26th, 2020.
41-21-001	9/29/2021	Ozark Border; Physical Group	Good of the Union on behalf of L. Stroud, D. Morgan, B. James, C. Pratt, C. Herren, J. Fowler	Hurricane Ida - Holiday Pay	Meeting held with Cooperative General Manager, Steward, and Business Rep Mark Baker on October 19th 2021.				Closed - Settlement reached allowing future instances of holiday pay on off-property storms to be paid holiday pay, with issue being further cleared up in next contract negotiations. Agreement signed 10/25/2023, grievance withdrawn.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Ozark Border Electric Cooperative Grievance Report

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
41-21-002	9/29/2021	Ozark Border; Physical Group	Good of the Union on behalf of L. Stroud, D. Morgan, B. James, C. Pratt, C. Herren, J. Fowler, R. Hager, B. Dicken, J. Sisk, D. Prater, T. Espey, L. Limbaugh	Hurricane Ida - Meal Compensation	Meeting held with Cooperative General Manager, Steward, and Business Rep Mark Baker on October 19th 2021.				Closed - Grievance withdrawn due to mixed practice, but will be cleared up in next contract negotiations.
41-21-003	9/29/2023	Ozark Border; Physical Group	Good of the Union on behalf of L. Stroud, D. Morgan, B. James, C. Pratt, C. Herren, J. Fowler, R. Hager, B. Dicken, J. Sisk, D. Prater, T. Espey, L. Limbaugh	Hurricane Ida - Rest Period	Meeting held with Cooperative General Manager, Steward, and Business Rep Mark Baker on October 19th 2021.				Closed - Grievance withdrawn, issue will be cleared up in next contract negotiations.
41-23-001	8/29/2023	Ozark Border; Physical Group	Good of the Union; D. Parkin	Job Bid Award to Least Senior Employee	N/A				Closed - After investigating the facts surrounding the matter, the member ultimately decided against filing a grievance in the matter. No grievance letter sent to Coop on 08/29/2023.