



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION 702

Grievance Report



Ameren Missouri									
Updated 9/18/2019									
Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
14-07-007	3/14/2007	Ameren/UE (Dexter Gas Dept.)	Name Withheld	1-Day Suspension for Just Cause	3/20/2007	4/23/2007	10/25/2007	Demand Letter Sent 11/30/07	Closed - Settlement Agreement signed 3/30/08
14-08-003		Ameren UE	Name Withheld	1-Day Suspension		Met 7/16/08; Company Response Rec'd 7/24/08 (denied)	Company Denial Letter dated 10/31/08	Second Panel received and ranked - evaluating rejection at this time	Closed - Settlement Agreement signed 8/4/09
14-08-005		Ameren UE	All Troublemens Classifications	Troubleman Relief Shifts		Met 12/3/08	Meeting scheduled for 3/17/09	Second Panel sent for ranking 7/27/09	Closed - Union withdrawal by way of letter dated 10/8/09
14-08-006	10/10/2008	Ameren UE	Name Withheld	Removal of Employee from Troubleman Position - Disability Issue		Awaiting 2nd Step Answer	Meeting Request Letter Sent 12/19/08	Held on 10/28/2009 & 1/25/2010; Award received on July 1st, 2010	Closed - Arbitrator ruled completely in favor of the Union; grievant is reinstated with accomodations and made whole
14-08-007	10/7/2008	Ameren UE		Three Hour Callout (9/17/08)	Rec'd Denial 10/9/08	Meeting 11/24/08; Awaiting Company Response	Meeting scheduled for 3/17/09		Closed - drop letter sent to company and member on 3/5/09
14-08-008	11/13/2008	Ameren UE	Bobby Schott	Make-up Overtime Rules		Meeting scheduled for 3/3/09			Closed - Drop letter sent to Company and Member on 03/05/09
14-08-009		Ameren UE	Josh Lewison	Belt Replacement		Company Denial Letter Rec'd 04/09/09			Closed - Drop Letter Sent to Company and Member on 5/7/09
14-09-001	3/18/2009	Ameren UE		Company Refusal to Pay Double Time on Sunday (Substation Department)		Request Sent 3/20/09			Closed - Settled in the Union's favor by way of letter dated 8/6/09 of the Company's offer
14-09-002		Ameren UE	Names Withheld	Cape Gas Department Suspensions		Request Sent 6/15/09	Company Response Rec'd 11/19/09		Closed ~ Settlement agreement reached and signed on 6/30/2010; Suspensions will be reduced to written reprimand after three years from the date of incident if there are no further disciplines for safety violations
14-09-003	7/1/2009	Ameren UE		Callout/Rest Period pertaining to June 3, 2009		Request Sent 7/1/09	Company Response Rec'd 11/19/09		Closed - Company agreed to settle in the Union's favor on 10/15/09

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Ameren Missouri Grievance Report

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14-09-004	7/1/2009	Ameren UE	Good of the Union	<i>Dispatching Transfer of Duties</i>		Request Sent 7/1/09			Closed - withdrawal letter sent 8/5/09
14-09-005	7/1/2009	Ameren UE	Name Withheld	<i>Sick Leave Control Agreement</i>		bypass to 3rd step	Response Rec'd 9/14/09 - Denied	Withdrawn by way of letter dated 9-27-2010	Closed - Drop letters sent to Company and member dated 9-27-2010
14-09-006	7/9/2009	Ameren UE	Mike Frey	<i>Denial of proper amount of funeral leave</i>		Request Sent 7/21/09			Closed - Drop Letter sent 8/18/09 - Issue Settled in Union's favor 8/17/09
		Ameren UE	Good of the Union	<i>Premium for LTD Employees</i>			Met 7/7/09		Closed - Joint Grievance handled by LU 1439 covering bargaining unit employees; Settled in Union's favor by way of letter dated 10/26/09
14-09-007	8/31/2009	Ameren UE Physical Members	Good of the Union	<i>Changing Applications of Article VII, sections 7.11 & 7.13</i>			Company Response Rec'd 11/19/09		Closed - Withdrawal Letter sent to Company 12/14/09
14-09-008	8/12/2009	Ameren UE		<i>Denial of Rest Period or Pay</i>	Denied	Request sent 9/28/09	N/A	N/A	Closed - Settled in favor of the Union prior to the 2nd step meeting on 10/15/09
14-09-009		Ameren UE	All Bargaining Unit Members	<i>401K Administrative Charges</i>				N/A	Closed - Withdrawal Letter sent to Company 9/25/09
14-09-010		Ameren UE	Brent Thresher	<i>Sick Leave Denial</i>		2/1/2010	3/3/2010	N/A	Closed - Received 2nd Step denial; Received 3rd step denial - given to member on 3/27/10; Withdrawal letter sent to member & company 4/12/10
14-10-001	3/2/2010	Ameren UE		<i>Denied request to work make-up overtime</i>	Resolved in the Union's favor at the April 19th, 2010 meeting; letters sent on 4/23/2010				Closed ; settled in the Union's favor
14-10-002	4/9/2010	Ameren UE Clerical	All Classifications Cape Service Center Location	<i>Cape Girardeau Service Center; Clerical Break Room</i>	4/12/2010	Met with Company on 3/26/2010	Company denial Letter received 5/5/10	Union placed in abeyance; Company disputes	Closed - Withdrawal Letter sent to Members and Company on 7/21/10
14-10-003	4/8/2010	Ameren UE Clerical	Regional Clerk A	<i>Cape Call Center; Phone Time Percentage Increase</i>	4/12/2010	Met with Company on 3/26/2010	Company denial Letter received 5/5/10	Withdrawn on June 1st, 2010 with the right to grieve future cases	Closed ; withdrawal letter sent to Company and members on 6/1/2010

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Ameren Missouri Grievance Report

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14-10-004	5/20/2010	Ameren UE Outside	Name Withheld	Suspension - Property Damage/Vehicle Accident Dexter Headquarters	Denied	Held on 7/1/2010 - 2nd step response from Company Received 7/20/10 - denied	Request sent 7/22/10	N/A	Closed - Withdrawn due to the member's resignation from the Company; Union reserves the right to grieve & arbitrate future cases if needed; Company reserves right to contest timeliness and arbitrability
14-10-005	6/24/2010	Ameren UE Outside	David McKay	Denial of double time while working on rest period (Cape Construction)	Rec'd Denial 7/14/10	2nd Step Meeting Request sent 7/21/10; Meeting held on 8/25/10; Verbally informed on 9-22-10 that Company would settle - Settled in Union's favor after 2nd step meeting ; letter dated 9-20-2010			Closed ; settled in the Union's favor
14-10-006		Ameren UE Outside	Joe Moore & Norm Greene	Callout, Meals, and Rest Period	Denied	Held on 8/25/10; received written denial from Company dated 9/23/10 on 9/27/2010	Held on 11/8/10; received written denial from Company dated 11/15/10 on 11/18/2010	Settled	Closed - Settlement agreement signed on 2/18/2011 making both members whole at \$138.35 each.
14-10-007	9/22/2010	Ameren UE Outside	Ted Mungle	Overtime / Callout to St. Louis Storm	Denied	Held on 10-20-10; received written denial from Company dated 10-25-10	Held on 11-30-10; received Company written 3rd Step denial on 12-6-10	Was scheduled for Monday, July 25th, 2011. Withdrawn by the Union on Thursday, July 14th, 2011.	Closed - Arbitration withdrawal letter dated July 14th sent on same day.
14-10-008	9/14/2010	Ameren UE Outside	Mike Driskill	Job Bidding	9/13/2010 Denied	Held on 10/5/2010; received written denial from Company on 10/7/2010	N/A - See Status		Closed - Withdrawn on 10-11-2010 at Grievant's request to not proceed; letters sent to Company & Grievant
14-10-009	9/28/2010	Ameren UE Outside	Name Withheld	Verbal Reprimand	9/28/2010 Denied	Held on 7/5/2010; received writtend denial from Company on 7/7/2010	Held on 11/4/10; received writtend denial from Company dated 11/15/10 on 11/18/10	Withdrawn	Closed - withdrawn on 1-13-11 by way of letter to the Company and member; member agreed with dropping it.
14-10-010		Ameren UE Outside	Name Withheld	Written Reprimand		N/A - See Status			Closed - member resigned from the Company; Union sent a letter dated 10-19-2010 reserving right to grieve and arbitrate similar issues in the future.
14-10-011	10/8/2010	Ameren UE Outside	Name Withheld	Written Reprimand		N/A - See Status			Closed - member did not want to pursue a grievance; Union sent letter to member and Company notifying of no grievance to be filed

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Ameren Missouri Grievance Report

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14-10-012	11/23/2010	Ameren MO Clerical	Regional Clerk A	<i>Phone Time Percentage Increase for Call Center members</i>	3rd step meeting held on 2-11-11 with Steward and one member present. Company has committed to supplying additional information pursuant to discussion had at that meeting.			N/A	Closed - Letter dated 11-15-10 recived in the Union Hall on 11-18-10, forwarded on to members by email; letter and grievance dated 11-23-10 opposing changes sent to Company on same date via email. Negotiations were held on 5-11-11 in St. Louis with Steward present; no response from Company. With the retirement of the last call center member in 2014, the Union proceeded to withdraw the grievance by way of letter to the Company dated December 10th, 2014.
14-11-001	1/5/2011	Ameren MO Physical	Name Withheld	<i>Three Day Suspension for falsification of Company timesheet / meal issue</i>	1/5/2011	Scheduled for 3-21-11	Meeting held 5/17/2011; 3rd Step Denial received on 6/1/2011	Cancelled	Closed - Dropped by way of a letter sent to the Company dated October 7th, 2011
14-11-002	3/16/2011	Ameren MO Physical	Name Withheld	<i>Three Day Suspension for entering incorrect arrival time on a gas leak response and submitting such timesheet</i>	3/14/2011	Meeting held on 5/24/2011; 2nd Step Denial received on 6/2/2011	Held on July 26th, 2011; Company denial letter, dated 8/9/2011 received on 8/10/2011.	N/A	Closed - Union has withdrawn by way of a letter to the Company dated 9/30/2011.
14-11-003	3/23/2011	Ameren MO Physical	Name Withheld	<i>Five Day Suspension on 3/18/11</i>	Information Request & Grievance Report sent 3/23/11	Meeting held on 5/24/2011; 2nd Step Denial received on 6/2/2011	Held on July 26th, 2011; Company denial letter, dated 8/9/2011 received on 8/10/2011.	N/A	Closed - Dropped by the Union by way of a letter dated 2-3-2012; prior communication with the grievant was had before dropping the grievance.
14-11-003A	11/30/2011	Ameren MO Physical	Contract Interpretation Issue	<i>Untimeliness in Filing for Arbitration Panel</i>	Company Letter dated 11/25/2011 received by the Union on 11/28/2011		Union Letter dated 11/30/2011 sent to the Company demanding Arbitration in the matter with suggested format / structure		Closed - Dropped by the Union by way of a letter dated 2-6-2012; Union withdrew grievance on initial issue giving rise to this matter on 2/3/2012.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Ameren Missouri Grievance Report

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14-11-004	3/25/2011	Ameren MO Physical	Steve Boyle	<i>Denial of Make-Up Overtime</i>	Denial Received 4/6/11	Meeting held on 5/16/11; Company denial response date July 28th was received via email on that same day.	Meeting Held on 8/17/2011; Company Denial letter received on 8/25/2011	Cancelled ~ Union notified the Arbitrator via email on 7-2-2012 that a settlement had been reached, agreed to, and signed.	Closed - Company and Union reach settlement agreement, signed on 7-2-2012; grievant will be allowed to make up 22.2 hours of missed OT at the applicable rates, but the settlement is on a non-precedent setting basis and can not be cited by either Party in future instances.
14-11-005	6/17/2011	Ameren MO Physical	Name Withheld	<i>Probationary Employee Termination</i>			N/A - See Status		Closed - Company issued termination letter dated 6/28/2011 citing Management's Rights under the CBA; Union responds via letter dated 7/6/2011 notifying Company it would not pursue a grievance in the matter.
14-11-006	6/21/2011	Ameren MO Physical	Name Withheld	<i>Probationary Employee Termination</i>			N/A - See Status		Closed - Company issued termination letter dated 6/28/2011 citing Management's Rights under the CBA; Union responds via letter dated 7/6/2011 notifying Company it would not pursue a grievance in the matter.
14-11-007	7/7/2011	Ameren MO Physical	Jason Kaiser & Darla Minton	<i>Possibly skipped on the overtime list for a callout on June 30th, 2011.</i>	First Step denial received on 7/7/2011.	Held on Monday, August 8th, 2011; Company Denial received on 8/23/2011	Meeting held on 10/25/2011; Company 3rd Step denial, dated 11/2/2011, received by Union on 11/4/2011.	N/A	Closed - withdrawn by the Union by way of letter dated December 1st, 2011.
14-11-008	7/8/2011	Ameren MO Physical	Bobby Schott, Brett Burger, Jerad Spain, & Dale Todt	<i>Application of Article X, Section 10.08 language for an out of town meal.</i>	First Step denial received on 7/8/2011.	Held on Monday, August 8th, 2011; Company Denial received on 8/23/2011	Meeting held on 10/25/2011; Company 3rd Step denial, dated 11/2/2011, received by Union on 11/4/2011.	N/A	Closed - withdrawn by the Unio by way of letter dated December 2nd, 2011; Company put on notice in the letter that members were being instructed to apply for payment of meals on scheduled Saturdays, in accordance with the Company's third step response.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Ameren Missouri Grievance Report

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14-11-009	8/25/2011	Ameren MO Physical	Name Withheld	Verbal Reprimand	First Step denial received on 9/6/2011	Held on 10/17/2011			Closed - Union withdrew after 2nd step meeting with a letter dated 10/25/2011.
14-11-010	9/7/2011	Ameren MO Physical	Substation	Electrician Mechanic Apprentice Program Changes	Letter notifying the Union of Changes dated 8/31/2011 received by the Union on 9/6/2011; Grievance filed on 9/7/2011	Company agrees to bypass.	Was held on Tuesday, December 6th, 2011 @ 9:45 a.m.	Demand Letter Sent 1/20/12	Closed - Union issued a withdrawal letter dated 5-18-2012; members were contacted on 5-17-2012 and were in agreement to dropping the issue.
14-11-011	11/18/2011	Ameren MO	All Classifications in both Physical and Clerical contracts	2011 Voluntary Severance Package Offer	Letter of grievance and information request sent to the Company on 11/18/2011.	Pursuing through an Unfair Labor Practice charge with the National Labor Relations Board (NLRB).			Closed - Union filed Unfair Labor Practice charge against the Company for not offering VS11 to our members; dismissed by the NLRB Regional Office, April 2012.
14-11-012	11/17/2011	Ameren MO	All Electric Classifications	Expectation to cover multiple phases of 12kv with one man in the air	Grievance reduced to writing on 11/17/2011.	Held on 1-18-2012	Held on February 8th, 2012	Discussion held in St. Louis with member Brad Hiatt in attendance on April 11th, 2012.	Closed - Withdrawn by the Union by way of letter dated 5-17-2012.
14-12-001	On or about 1/5/2012	Ameren MO Physical	Name Withheld	Callout Percentage Discipline	Held on 1/12/2012	Held on 2-8-2012			Closed - Withdrawn by the Union on 2-16-2012
14-12-002	On or about 1/5/2012	Ameren MO Physical	Name Withheld	Callout Percentage Discipline	Held on 1/12/2012	Held on 2-8-2012			Closed - Company settled in the Union's favor in 2nd step response letter (on a non-precedent setting basis).

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Ameren Missouri Grievance Report

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14-12-003	On or about 1/5/2012	Ameren MO Physical	Bobby Schott & Chad Brotherton	Overtime Assignment	Held on 1/12/2012	Held on 2-8-2012: Company writtend denial received on June 7th, 2012.	Discussion with grievants, steward, Bus. Rep. and Company personnel on 7-16-2012.		Closed - Following 7/16/2012 informal meeting, grievance was withdrawn on 7/17/2012.
14-12-004	On or about 3/29/2012	Ameren MO Physical	Name Withheld	Written Reprimand	Reduced to writing on 4/4/2012	Held on 5/9/2012 @ 3:00 p.m.	Held on July 17th, 2012 in Cape Girardeau @ 2:30 p.m.	Cancelled	Closed - resolved by way of settlment agreement dated 11/29/2012 that included grievances 14-12-007 and 14-12-008; this written reprimand was reduced to a verbal.
14-12-005	On or about 6/19/2012	Ameren MO Physical	Substation Department	New Substation Journeyman Wage Rate	N/A	N/A	Meeting held on 6/7/2012.	Interest Arbitration Demand; hearing to be scheduled	Closed - Settlement Agreement reached on 2/11/2013; wage rate set at \$34.63 and Union agreed to Pre-Apprentice Evaluation changes.
14-12-006	On or about 6/10/2012	Ameren MO Physical	Bobby Schott	Reimbursement for lunchbox	Written Denial Received 6/12/2012	Held on 8/30/2012.	Settled before meeting at this step.		Closed - during the second step meeting held on 8-30-2012 the Company agreed to pay.
14-12-007	On or about 6/1/2012	Ameren MO Physical	Name Withheld	Three Day Suspension for Just Cause	Written Denial Received 7/13/2012	Held on 8/30/2012.	Withdrawn before meeting in the third step.		Closed - withdrawn by the Union in coordination with settlement of grievances 14-12-004 and 14-12-008.
14-12-008	On or about 6/1/2012	Ameren MO Physical	Names Withheld	One Day Suspension & 2 Written Reprimands for Just Cause	Written Denial Received on 7/13/2012	Held on 8/30/2012.	Settled before meeting at this step.		Closed - resolved by way of settlment agreement dated 11/29/2012 that included grievances 14-12-004 and 14-12-007; the two written reprimands were reduced to coaching; the one day suspension was reduced to a written reprimand due to 14-12-004 being reduced to a verbal.
14-12-009	On or about 11/8/2012	Ameren MO Clerical	Name Withheld	Verbal Warning	Written Warning received on 11/8/2012.	Combined meeting with Labor Relations and Call Center Management on Wednesday, December 19th, 2012 in Cape Girardeau.			Closed - meeting held on Wednesday, December 19th, 2012; Company rescinded/reduced Verbal Warning to a Coaching on 2/21/2013 - Union withdrew grievance on 2/22/2013.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Ameren Missouri Grievance Report

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14-12-010	On or about 12/11/2012	Ameren MO Physical	Name Withheld	One Day Suspension (served on 12/12/2012) for backing accident and failure to report.	N/A				Closed - Union discussed with member on 12/13/2012 and both are in agreement not to pursue; Company notified on 12/14/2012.
14-13-001	On or about 12-25-2012	Ameren MO Clerical	Natalie Dowdy	Overtime Callout / Canvassing Error	1/2/2013				Closed - first step meetings held on 1/2/2013 pertaining to a Christmas Day callout to the incorrect member; written grievance filed on same day, settled on 2/16/2013 with an offer to work 2.0 hours at 2.0 rate.
14-13-002	On or about 12-7-2012	Ameren MO	Good of the Union	Commercial Motor Vehicle Policy violation reporting	N/A				Closed - Unions met with the Company on 10-25-2012, letter from Company dated 12-7-2012 received by Union on 12-12-2012. After several revisions of the Policy, agreement was finally reached on having members notify the Company after a "CONVICTION" not a "CITATION."
14-13-003	On or about 2-27-2013	Ameren MO Physical	Good of the Union	Mileage Reimbursement for Garage Department members	Grievance submitted to Company in writing on Feb. 27th, 2013; suggestion to go directly to the third step.				Closed - resolved with implementation of a new Fleet Technician Agreement the Parties negotiated, effective 4/29/2013; withdrawal letters sent on 5/2/2013
14-13-004	Meeting requested on February 13th, 2013	Ameren MO Clerical (Customer Contact Center members)	Good of the Union	Tardy Policy	A telephone conference call was held on Thursday, March 7th with the Business Representative and the Union Steward present with the appropriate Company personnel.				Closed - Union notified by way of letter dated 3/8/2013 that it reserved the right to process a grievance on any action the Company takes that it deems a contractual violation or an unreasonable term or condition of employment with respect to the policy.
14-13-005	On or about March 13th and 14th, 2013	Ameren MO Physical Garage Members	Garage Department Members	Upgrade to Supervisor	Reduced to writing on 3/27/2012	Union suggested, by way of letter dated 4/12/2013, to place matter into abeyance at this step, pending Fleet Technician Agreement discussions; Company agreed.			Closed - resolved with implementation of a new Fleet Technician Agreement the Parties negotiated, effective 4/29/2013; withdrawal letters sent on 5/2/2013.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Ameren Missouri Grievance Report

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14-13-006	On or about August 6th, 2013	Ameren MO Physical; Gas Serviceman	Name Withheld	5-Day Suspension for Vehicle Accident	Grievance filed on 8/9/2013; suggested to bypass first step	Company first step written response received on 8/14/2013; Second step held on 8/21/2013	Company 2nd Step denial, dated 8-27-2013, received on same day. 3rd Step meeting held on 9/11/2013. Initial settlement offer received on 9/17/2013.		Closed - Revised Settlement Agreement signed on 10-1-2013 by Union, Steward, & Member (all were in agreement and supportive of the achieved outcome).
14-13-007	July 29th, 2013	Ameren MO Physical; Cape Electric Construction	Steve Boyle & James Dru Wright	Rest Period under Article VII, Section 7.11	Held on 08/15/2013				Closed - the matter was investigated and discussed with the grievants on 08/21/2013 with admission that no contractual violation had occurred; the Union will not pursue and will notify the Company of such decision by way of letter.
14-13-008	September 6th, 2013	Ameren MO Physical	Good of the Union on behalf of the entire membership	Article VII, Section 7.05; Overtime forcing at the end of the day by low seniority	Bypassed w/wth mutual agreement	Held on 10-7-2013 @ 2:30 p.m.			Closed - at 2nd Step meeting, Company explained that OT on the day in question was assigned to late shift Gas Serviceman in the Dexter, MO headquarters, not because of seniority. Accordingly, the Union withdrew the grievance by way of letter dated 10/17/2013, but reserves the right to file on a similar issue in the future. The Union does anticipate the Company will force OT at the end of the day by the list in the future, instead of by seniority.
14-13-009	October 3rd, 2013	Ameren MO Physical	Substation Department	Article X, Section 10.14; requiring members to perform work previously done by the supervisor (reconciling credit card charges)	Held on 10/2/2013	Agreement to bypass this step of the procedure.	Held on Thursday, December 19th, 2013. Members Mike Evans and Ben Gilliland in attendance.		Closed - written grievance submitted on 10/3/2013; 3rd step denial letter received from the Company on Thursday, Jan. 2nd. Withdrawal letter by the Union sent to the members and Company on Friday, January 10th.
14-13-010	October 4th, 2013	Ameren MO Physical	Name Withheld	Article I, Section 1.04 - poor work performance	Held on 9/30/2013	Held on Wednesday, October 30th @ 2:30 p.m. in Cape Girardeau, MO.			Closed - written grievance submitted on 10/4/2013; denial received on 10/15/2013; 2nd Step meeting requested on 10/17/13, held on 10/30/2013; Company sustained grievance by way of letter dated 1/2/2014 removing letter from grievant's file.

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Ameren Missouri Grievance Report

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14-14-001	1/31/2014	Ameren MO; Physical & Clerical Groups	Good of the Union	<i>Company Contribution to the Vision / Dental fund</i>			Meeting held in Cape Girardeau on 4/2/2014 at 9:00 a.m. with 2012 Physical Negotiating Committee present.	Filed for on 4/30/2014; hearing was held on Monday, March 23rd, 2015. Briefs were submitted on May 22nd, 2015.	Closed - the Arbitrator issued an Opinion and Award letter on June 26th, 2015 partly sustaining the grievance; the Company was ordered to pay interest on its late payment from 2013, but is only required to contribute an annual amount of \$45,000 ~ not the \$91,119 alleged by the Union.
14-14-002	2/5/2014	Ameren MO Physical	Substation Department	<i>Failure to post and fill vacant Sr. Substation Technician position</i>					Closed - Grievance with Cover Letter sent on 2/5/2014 suggesting 3rd Step Meeting. Union signed a revised System Tester Agreement on 7/3/2014, which was filled on December 15th, 2015. Withdrawn by way of letter dated 6/26/2017.
14-14-003	4/2/2014	Ameren MO Physical	Chad Brotherton & Derek Stone	<i>Article V, Section 5.02; improper allowance of travel time or compensation for 1/2 day vacation when forced to utilize personal vehicle</i>		Held on June 2nd, 2014 in Cape Girardeau.	Held September 8th, 2014.		Closed - grievance reduced to writing on April 2nd, 2014, written denial received that same day; 2nd Step meeting held June 2nd, 2014; the Parties are discussing resolution / settlement. Parties reach settlement which is signed by the Union on January 28th, 2015.
14-14-004	2/21/2014	Ameren MO Physical	All CDL holders	<i>Company not allowing Company-paid time to register / renew DOT Medical Cards with the State</i>	No grievance formally processed; ongoing communication and discussion had through June, 2014.				Closed - the Parties reached an acceptable resolution to this matter and signed such on July 3rd, 2014.
14-14-005	7/31/2014	Ameren MO Physical	Steve Boyle	<i>Written Reprimand for Callout Percentage</i>	Written Denial received on 8/1/2014.	Held on 9-3-2014 @ 2:30 P.M.		N/A	Closed - grievance reduced to writing on July 31st, 2014 after initial verbal denial by the Company; written first step denial received on August 1st, 2014; second step meeting held ~ settled with agreement that discipline would be removed with one year completion of meeting callout percentage; signed by Union, Steward, and Grievant on October 9th, 2014.
14-14-006	8/5/2014	Ameren MO Physical	Bobby Schott	<i>Callout Exemption Denial</i>	8/5/2014			N/A	Closed - resolved in the union's favor at the first step meeting on 8/7/2014.

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Ameren Missouri Grievance Report

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14-15-001	11/3/2014	Ameren MO Physical	Name Withheld	<i>Article I, Section 1.04 - poor work performance</i>	A written reprimand was issued on November 3rd for poor work performance related to an October 14th, 2014 vehicle rollover.				Closed - the Union investigated the issue and conferred on multiple occasions with the member. Ultimately on January 12th, a letter was issued to the member and the Company that no grievance was going to be filed. The member is in agreement with this decision.
15-15-002	11/25/2014	Ameren MO Physical	Name Withheld	<i>Article I, Section 1.04 - poor work performance</i>	A written reprimand was issued on November 25th for poor work performance related to an October 27th, 2014 vehicle incident.				Closed - the Union investigated the issue and conferred on multiple occasions with the member and the Steward. Ultimately on January 12th, a letter was issued to the member and the Company that no grievance was going to be filed. The member is in agreement with this decision.
14-15-003	12/1/2014	Ameren MO Physical	Gary Gilbert	<i>Article VII, Section 7.05 - Denial of requested Make Up Overtime</i>	Member was on vacation on 11-28-2014 but was contact for OT callout by ARCOS to a location wherein no gas service was supplied by the Company. Member called back to inform dispatcher and was requested to release himself from the call. Due to it being the working day, member was unable to do so and stayed on "End of Day Overtime" status all weekend and was not contacted for a 11-30-2014 callout; on 12-1-2014 requested makeup overtime.				Closed - through multiple conversations with the member and the Company, the Union is using this as a learning opportunity and advising all members to contact their immediate supervisor with any questions or difficulties in the ARCOS system. With the member's agreement, no grievance was filed, but a letter from the Union was issued to the Company on Jan. 12th, 2015 that it (the Union) reserved the right to grieve any negative impact upon the members due to ARCOS.
14-15-004	2/6/2015	Ameren MO Physical	Will Clark	<i>Article VI, Section 6.01 - Denial of Sick Leave; Paragraph G</i>	In cover letter and Grievance Report sent to the Company on Friday, February 6th, 2015, it was suggested to mutually agree to bypass the first two steps and go straight to third step.		Meeting held on Monday, February 23rd @ 8:00 a.m.; Denial letter from the Company received on 3/24/2015.		Closed - Issue relates to 2012 absences that made grievant short of FMLA hours in 2013, which absence(s) resulted in a 2014 penalty box situation. Cover letter and Grievance Report sent to the Company on Friday, February 6th, 2015; suggestion to bypass first to two steps and meet in the third step at Cape Girardeau. Third step denial letter received on 3/24/2015. Grievance withdrawn with grievant support by way of letter to the Company dated April 14th, 2015.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Ameren Missouri Grievance Report

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
14-15-005	2/20/2015	Ameren MO Physical	Brett Burger	Article VII, Section 7.05 - Equalization of Overtime; ARCOS procedure	Meeting held on Friday, February 20th, 2015		Meeting held on November 23rd, 2015		Closed - letter issued to Company on 3/2/2015 requesting to put matter into abeyance prior to reducing to writing, allowing the Union to research the issue further. Parties met on 11/23/2016 at the 3rd step. The Company sustained the Union's grievance by way of letter dated December 11th, 2016.
14-15-006	5/25/2015 & 5/26/2015	Ameren MO Physical	J. P. Moore, D. Stone, B. Burger, D. Asmus, & D. McKay	Article VII, Section 7.05 - Equalization of Overtime; ARCOS procedure	Meeting held on Tuesday, August 4th, 2015	Meeting held on 8/26/2015 @ 2:00 p.m. in Cape Girardeau.	Meeting held on November 23rd, 2015		Closed - after unsuccessful attempt to resolve on Tuesday, August 4th in the First Step, the issue was reduced to writing and submitted to the Company on 8/13/2015; the Company's denial, dated 8/14/2015 was received, and a 2nd step meeting was held on 8/31/2015; moved to the 3rd Step and discussed at a meeting on November 23rd, 2015. Received Company denial dated December 11th, 2015 and the Parties agreed to place in abeyance pending the outcome of the Union's demand to bargain over perceived changes. Such negotiating meeting took place on February 19th, 2016, which the Company countered on August 11th, 2016. Following these meetings, further discussion was had on ensuing issues. Finally, on June 26th, 2017, with the agreement and support of all the members involved in all of the ARCOS issues / grievances up to this point, the grievances were withdrawn, due in large part to the Company's action of removing the PIN, inserting a delay after a call to allow for a callback, and the suspension of the 26% OT callout policy.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Ameren Missouri Grievance Report

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
14-15-007	8/4/2015	Ameren MO Physical	J. Morris	<i>Article VII</i>	Meeting held on Thursday, August 13th, 2015	Meeting held on 8/26/2015 @ 2:00 p.m. in Cape Girardeau.	Met on November 23rd, 2015		Closed - after unsuccessful attempt to resolve on Thursday, August 13th in the First Step, the issue was reduced to writing and submitted to the Company on 8/24/2015; the Company's denial, dated 8/25/2015 was received, and a 2nd step meeting held on 10/26/2015; moved to 3rd step where a meeting was held on November 23rd, 2015. Received Company denial dated December 11th, 2015 and the Parties agreed to place in abeyance pending the outcome of the Union's demand to bargain over perceived changes. Such negotiating meeting took place on February 19th, 2016, which the Company countered on August 11th, 2016. Following these meetings, further discussion was had on ensuing issues. Finally, on June 26th, 2017, with the agreement and support of all the members involved in all of the ARCOS issues / grievances up to this point, the grievances were withdrawn, due in large part to the Company's action of removing the PIN, inserting a delay after a call to allow for a callback, and the suspension of the 26% OT callout policy.
14-15-008	9/15/2015	Ameren MO Physical	Name Withheld	1 Day Suspension; Article 1, Section 1.04 - poor work performance	Meeting held on 9/14/2015	Agreed to bypass to 3rd Step	Meeting held on October 21st, 2015.	Arbitration demand letter sent to the Company on Monday, November 30th, 2015.	Closed - grievance was verbally denied on 9/14/2015. Cover letter & written grievance issued to the Company on 9/15/2015, suggesting bypassing of second step and going directly to third step. 3rd Step meeting held on 10/21/2015. Received Company denial dated October 28th, 2015. The Parties mutually agreed to place this grievance in abeyance pending the member's return to work (he is out on extended absence). Member was placed on LTD effective 6/1/2016 and was in agreement with the Local's decision to withdraw the matter, which was done by way of letter dated June 10th, 2016 to the Company.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Ameren Missouri Grievance Report

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
14-15-009	11/4/2015	Ameren MO Physical	Good of the Union; C. Brotherton & B. Hiett	Article VII, Section 7.05; ARCOS charging hours when employees fail to release	Bypassed wvth mutual agreement	bypass to 3rd step	Met on November 23rd, 2015		Closed - following Company's written denial, dated December 11th, 2015, the matter was agreed to be placed in abeyance pending the Union's demand to bargain over perceived changes. Such negotiating meeting took place on February 19th, 2016; Union offered a proposal, which was countered on August 11th, 2016. Finally, on June 26th, 2017, with the agreement and support of all the members involved in all of the ARCOS issues / grievances up to this point, the grievances were withdrawn, due in large part to the Company's action of removing the PIN, inserting a delay after a call to allow for a callback, and the suspension of the 26% OT callout policy.
14-15-010	10/25/2015	Ameren MO Physical	D. Asmus	Atticle VII, Section 7.05 - Denial of Make-up Overtime for assignment / opportunity on 9/2/2015.	Written denial received 10-26-2015.	bypass to 3rd step	Met on November 23rd, 2015		Closed - Grievance submitted in writing on 10/25/2016 and denied on 10.26/2015. Parties agreed to mutually bypass 2nd step. Met on in the 3rd step on November 23rd, 2015. Following the Company's written denial, dated December 11th, 2015, the matter was agreed to be placed in abeyance pending the Union's demand to bargain over perceived changes. Such negotiating meeting took place on February 19th, 2016, which the Company countered on August 11th, 2016. Following these meetings, further discusssion was had on ensuing issues. Finally, on June 26th, 2017, with the agreement and support of all the members involved in all of the ARCOS issues / grievances up to this point, the grievances were withdrawn, due in large part to the Company's action of removing the PIN, inserting a delay after a call to allow for a callback, and the suspension of the 26% OT callout policy.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Ameren Missouri Grievance Report

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
14-16-001	1/15/2016	Ameren MO Physical	B. Schott	Article VII, Section 7.05 - Denial of requested Make Up Overtime for Pre-arranged OT opportunity	Written denial received on 1/25/2016.	Held on 3/14/2016	Held on August 11th, 2016 in Cape Girardeau at the Service Center Conference Room on the main level.		Closed - The Union and Company agree to resolve the issue with some procedures that outline pre-arranged OT opportunities for those that are on or are going on vacation at the time the assignment is to occur and/or made.
14-16-002	7/25/2016	Ameren MO Physical	B. Roper	Article VII, Section 7.10 - Charging of an ARCOS callout when member tried to respond	Written denial received 7/27/2016	Requested by way of email letter dated 7/27/2016			Closed - At 2nd Step meeting, Company agreed to waive this particular callout with respect to its affect on the 26% callout policy.
14-16-003	9/6/2016	Ameren MO Physical Group	Good of the Union; B. Roper & B. Shoemaker	ARCOS Issues ~ not accepting PIN	Requested to bypass.	Requested to bypass.	Met on October 24th, 2016.		Closed - Through fruitful discussion, and eventual action by the Company (removal of PIN, insertion of delay for callback opportunity, and suspension of 26% OT callout policy), the Union, with the agreement and support of all members involved, withdrew the grievance(s) on Monday, June 26th, 2017.
14-16-004	9/6/2016	Ameren MO Physical Group	B. Debrower	Denial of Allowance to convert Vacation to Sick Leave	Requested to bypass.	Requested to bypass.	Held on October 24th, 2016 in Cape Girardeau at the Substations Building.		Closed - matter was resolved in the Union's favor on a non-precedent setting basis due to the unusual circumstances of the case; the grievant had two days of vacation converted to sick leave on October 27th, 2016.
14-16-005	N/A	Ameren MO; Physical Group	Name Withheld	One-Day Suspension for Poor Work Performance (treatment of customer)		N/A			Closed - Suspension was served on 12/8; Union discussed with affected member who did not wish to pursue the matter through the grievance procedure. Accordingly, a letter was issued to the member and Company on 12-16-2016 that no grievance was being filed.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Ameren Missouri Grievance Report

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
14-17-001	1/12/2017	Ameren MO; Physical Group	J. Cabral	Recouping of Wages for Elective Surgery (paid sick leave)	Requested to bypass	Requested to bypass.	Held on Friday, March 24th, 2017 in Cape Girardeau, MO		Closed - grievance filed with cover letter on January 12th, 2017; 3rd step meeting was held on Friday, March 24th ~ received Company's written denial, dated April 4th. Union formally withdrew on Thursday, May 4th by way of letters to the Company and the member.
14-17-002	2/17/2017	Ameren MO; Physical Group	J. Sitton, B. Schott, D. Asmus	Denial of proper compensation (premium pay) for working on earned rest period		Held on 3/20/2010			Closed - following second step meeting on Monday, March 20th, the Company informed the Union on Friday, March 24th it would sustain the grievance, which was received in writing on Tuesday, March 28th, 2017.
14-17-003	11/29/2017	Ameren MO: Physical Group	Name Withheld	Written Reprimand for being Tardy to Work	N/A	N/A	N/A		Closed - in consultation with the affected member, it was concluded that the Company's actions were reasonable and no grievance was pursued in the matter; a letter was issued to each the Company and member on Tuesday, December 5th, 2017.
14-18-001	4/26/2018	Ameren MO; Physical Group	Bobby Schott	Article VII, Section 7.05 - Make Up OT for off property storm response	Written Denial received 5/9/2018	Meeting held on June 26th, 2018	N/A		Closed - following investigation and research prior to and following the June 26th, 2018 2nd Step Meeting, it was discovered that no contractual violation had occurred and the grievance was formally withdrawn on Monday, October 1st, 2018.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Ameren Missouri Grievance Report

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
14-18-002	7/20/2018	Ameren MO; Physical Group	Ted Mungle	Article VII, Section 7.05 - improper ARCOS charging of hours	Written Denial received on 7/20/2018	Held on Monday, September 10th, where a conceptual settlement was reached.	N/A		Closed - Union & Company agree to resolve the issue by reducing grievant's charged hours by 30, exempt four (4) negative callout responses, and to cease from charging non-worked out of jurisdiction overtime, regardless of response.
14-18-003	10/18/2018	Ameren MO; Physical Group	Operating Department (Substation & Relay)	Improper payment of negotiated per diem amounts	Bypassed with mutual agreement	Bypass to 3rd step	Met with the Company via telephone conversation between the Union and Company with one Substation member present on 12/10/2018.		Closed - Acceptable settlement reached and Agreement signed on 2-22-2019.
14-18-004	11/14/2018	Ameren MO; Physical Group	Name Withheld	Termination of 3rd Step Apprentice Lineman	Bypassed	Bypassed to 3rd Step	Met with the Company and terminated member, along with both Cape Electric Construction Stewards on January 14th, 2019.		Closed - the Union received the Company's 3rd Step written denial on January 22nd. Having completed its investigation and evaluating all facts of the case, the Union withdrew the grievance on January 28th, 2019.
14-18-005	11/16/2018	Ameren MO; Physical Group	Bobby Schott	Relief Schedule & Makeup Overtime	Timeline Suspended by mutual agreement	Met with grievant, Troublemens Steward and Ameren MO Electric Superintendent on 11/29/2018 to discuss.			Closed - following discussion, investigation, and examination of the facts of the case, it was determined tha the Company did not violate the contract. The Union withdrew on 2/19/2019.
14-19-001	4/16/2019	Ameren MO; Physical Group	Name Withheld	One (1) day Suspension	On or about 4/16/2019	Request sent on 5/3/2019			Closed - Settled by reduction of discipline after one year with no future similar incidents

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 702

Ameren Missouri Grievance Report

Union Grievance or Issue Number	Grievance Date	Property	Grievant	Issue	1st Step Meeting	2nd Step Meeting	3rd Step Meeting	Arbitration	Current Status
14-19-002	8/7/2019	Ameren MO; Physical Group	Name Withheld	Verbal Reprimand for not wearing seat belt while operating mini excavator	N/A	N/A	N/A	N/A	Closed - member was issued a verbal reprimand and did not wish to pursue a grievance in the matter. Letters were sent to the member and Company on August 7th, 2019.
14-19-003	8/13/2019	Ameren MO; Physical Group	Name Withheld	Termination during Probationary Period	N/A	N/A	N/A	N/A	Closed - member was terminated on July 12th, 2019, in accordance with the Company's rights in Article I, Section 1.03; no grievance was filed and a letter was sent to the member and Company on 8/13/2019