



**Volume 3, Issue 2**  
**May 2019**

#### **This Month in Labor History:**

- May, 1960: The first convention of the Negro American Labor Council was held. A. Philip Randolph was elected its first President.

- May 16, 1903: The first general strike in the Rocky Mountain area took place when 8,000 workers from 37 organized trades struck in Denver, Colorado.

- May 28, 1946: The first general strike to be called after World War II took place in Rochester, NY. The City Administration tried to prevent public workers from joining a union. The strike lasted one day and ended with the City agreeing to not interfere with public workers' right to organize.

- May 1791: A group of Philadelphia carpenters started the first strike in American history for the 10 hour day.



**Find us online at:**  
**[www.iuoe148.com](http://www.iuoe148.com)**

# THE GAUGE

**BY THE INTERNATIONAL UNION OF  
OPERATING ENGINEERS, LOCAL 148**

## **Moving Towards Strategic Organizing:**

As we all know organizing is the life blood of any union. We have been working with the International to develop a comprehensive and strategic organizing program. This program will involve protecting our existing units through internal organizing by upgrading and improving our communications and education with the goal of improving membership mobilization and engagement.

External organizing will focus on three major areas of jurisdiction outlined by IUOE for stationary local unions, in addition to expanding power generation market share.

To this end, we have requested a grant from the International through their organizing grant program, which I'm pleased to report was approved. Adding

another fulltime organizer to our staff will be an essential element of our comprehensive and strategic organizing program, which I will report fully on in the next issue of the Gauge.

**Keith Linderer**  
Business Manager, IUOE 148



## **Recent Organizing Victories**

I am please to announce that Local 148 has had two important organizing victories in recent months.

1) We are now certified to represent the Fleet Maintenance Tech 4 employees at Lambert International Airport. We already represent the Tech 1, 2 and 3 employees. These new members will become part of the same bargaining unit and collective bargaining agreement.

2) Metropolitan Sewer District (MSD): We recently won an election to represent the Fleet Maintenance employees at MSD. There are 13 employees in this unit. We will begin negotiating their first contract as soon as their certification is received from the State of Missouri.



There are other units where we are attempting to get organizing campaigns off the ground. I look forward to expanding our organizing efforts with a new organizer.

**Steve Joyce**  
Organizer, IUOE 148  
[steve@iuoe148.com](mailto:steve@iuoe148.com)

## Operating Engineers Local 148 Welcomes the following new members:

### January 2019

Justin McElroy: St. Louis University  
David Dixon: St. Louis University  
Harley Smith: St. Louis University  
Zachary Singler: St. Louis University  
Jordan Jackish: ISS  
Andrew Jackson: Ablr Services  
Victor Paulino: Ablr Services  
Marvin Richardson: Ablr Services  
Rita Landolt: TRW  
Kevin Lacey: TRW  
Nicholas Stricklan : TRW

### February 2019

Carlos Hughes : City of St. Louis  
Korey Rains: Washington University  
Justin Williams: Jefferson County  
Gary Hite: Jefferson County  
Charon Kimbrough: Doll Service  
John Billick: Ameren MO  
Dustin Young: NAES  
Brett Closson: NAES  
Oscar Garner: St. Louis Comm. College  
Eric Willie: St. Louis Comm. College  
Dylan Sutherland: City of Belleville  
Kingsley Mainer: SEMO  
Gina Thomas: SEMO  
Jeremy Arnold: Pepsi

### March 2019

James Andrews: Ameren MO  
Dylan Jones: Ameren MO  
Jason Horn: Ameren MO  
Kody Domijan: Ameren MO  
Dylan Petrich: Ameren MO  
Trevor Horn: Ameren MO  
Justin Schaefer: Ameren MO  
Jesse Carter: Ameren MO

### March Cont:

Justin Papenberg: Ameren MO  
Mathew Graham: Ameren MO  
Brian Brown: Ameren MO  
Austin Sloan: Ameren MO  
Dusty York: Ameren MO  
Tyler Jackson: Ameren MO  
Matthew Gregory: Ameren MO  
Barbara Kueny: Ameren MO  
Ryan Stangle: Ameren MO  
Eric Schmid: Ameren MO  
Austin Buente: TRW  
Doug Jobe: TRW  
Joshua Zaitz: TRW  
Don Thompson: TRW  
Shannon Gaydos: TRW  
Amy Wholers: TRW  
David Kissock: TRW  
Norman Scherrer: City of St. Charles  
Thomas W. Aaron: City of St. Charles  
Scott Mudd: Reflections at Garden Place  
Stephen A. Kettmann: City of St. Louis  
Willie Harmon: City of St. Louis  
Nicholas Schroepfer: Franklin Co. Hwy.  
Matt Bradley: Franklin Co. Hwy.  
Carey Marshall: Franklin Co. Hwy.  
Phil Breeher: St. Louis Community College  
Roscoe Kins: St. Louis Community College  
Steven Griffin: St. Louis Community College  
Johnny Harris: St. Louis Community College  
David Parker: St. Louis Community College  
Alice Moore: St. Louis Community College  
Bradley Ettling: City of Belleville  
Jacob Massey: City of Belleville  
Lestel Sexton: Jefferson Co. Hwy  
Justin Hines: Midwest Refrigeration



“Don’t mourn —  
ORGANIZE!”

- Joe Hill, a leader  
of the International  
Workers of the  
World (IWW).

## “Blood on Steel” - The 1937 ‘Memorial Day Massacre’

On Memorial Day, 1937 thousands of steelworkers, their families and allies, marched on Republic Steel in Chicago’s southeast side demanding union recognition. In what would soon come to be known as the ‘Memorial Day Massacre,’ peaceful protesters assembled just yards from the mills entrance, were fired upon by local police – killing ten strikers and wounding over one hundred more.

This was actually just one battle in a larger war fought by an accumulative 85,000 steelworkers from Pennsylvania to Illinois against what was then known as the ‘Little Steel’ companies.

Michael Dennis, in his short book *Blood On Steel: Chicago Steelworkers And The Strike Of 1937* has not only documented in grisly detail the events of that fateful day, but has also added historical and political context.

According to Dennis, the strike “vividly symbolized the larger movement for industrial unionism and social democracy that occurred in the 1930s.” Additionally, “In place of despotism, workers imagined a system of democratic representation for industrial laborers in the mines and mills,” thereby “express[ing] the egalitarian themes of the era.”

In the mid-1930’s the newly formed Congress of Industrial Organizations (CIO) headed by Mine Workers’

president, John L. Lewis, formed and financed the Steel Workers Organizing Committee, or SWOC, which by January, 1937 had signed a groundbreaking union recognition agreement with U.S. Steel, the largest steel manufacturer in the country. By April, 1937, 200,000 steelworkers had joined the new union.

Excited by the recent victory – as well as the recent upsurge in labor organizing, strikes and sit-ins, especially in the auto industry, spurred by the passage of the Wagner Act – SWOC went after the smaller steel mills. Republic Steel became a target, as steelworkers organized for higher pay, better benefits and more safety regulations.

However, Tom Girdler, Republic Steel’s president, expressed the sentiment of all of the ‘Little Steel’ companies. He was “convinced that a surrender to the C.I.O. was a bad thing for our companies, for our employees; indeed for the United States of America.” He refused to negotiate.

In preparation for “imminent confrontation,” the planned march, Republic “spent more than the city of Chicago on tear gas and sickening, or vomiting, gas.” It stockpiled weapons, including four submachine guns, 525 revolvers, 64 rifles, 245 shotguns, and “enough clubs and ammunition to hold off the Illinois National Guard.” The steel company also employed 370 police guards.

It is within this context that the ‘Memorial Day Massacre’ occurred.

Dennis recounts: As the march proceeded towards Republic’s front gates “Without warning, the police had torn into the demonstrators’ ranks...Tear gas canisters fell rapidly... One crack [a gunshot] was followed by a cluster of shots, which were soon consumed in a torrent of small arms fire that engulfed the marchers...What had appeared to be almost a staged event only a minute before now dissolved into wild terror and confusion...”

Bloodied and bruised bodies ran for cover. Women and children weren’t spared the onslaught, as Billy-clubs and batons were swung wildly. The injured were refused medical attention, while the dying were thrown into paddy wagons – groaning and bleeding – and taken for the “long journey” to police headquarters – not to a hospital – where many were beaten again.

Ten strikers, or supporters, would die due to the wounds inflicted by an unprovoked police attack.

*Blood On Steel* is a good, little book, captivating and grisly. It is highly recommend it this Memorial Day weekend for anyone interested in workers’ rights to form and join unions.

***Blood On Steel: Chicago Steelworkers And The Strike Of 1937***  
By Michael Dennis  
John Hopkins University Press, 2014

## UPDATE: The Ameren Temporary Referral Program

The Ameren Temporary Referral Worker Program (TRW) is off to a good start so far this year. To-date we have had six laborers hired full time with Ameren.

As you may know, there has been a lot of movement in Ameren the past two years due to retirements. And it looks like this will continue for at least another year or so.

If you know any skilled crafts people or unskilled laborers looking for temporary work or people wanting to get their foot in the door with Ameren, please let the Local know.

On the training front, the International Union of Operating Engineers (IUOE) Training Center in Crosby, Texas is up and running. We have already had several members take advantage of training classes there, and the reviews have been awesome!

If you haven't already done so, please take a moment to check out the facility and watch some of the videos about the Training Center at [iuoe.org](http://iuoe.org).

You can also look at available Training courses on the website.

Please share this information with you co-workers, union brothers and sisters, and your employer.

New classes are being added regularly!

Lynn Sherman  
Training / TRW Coordinator  
Vice President, IOUE 148  
[lynn@iuoe148.com](mailto:lynn@iuoe148.com) / [Lsherman@ameren.com](mailto:Lsherman@ameren.com)



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## The REC to Open Non-Union

The REC, a 58,000 square foot state of the art recreation facility in Fairview Heights, IL opened earlier this month. The complex offers an indoor aquatic center, outdoor soccer field, fitness center and other recreational amenities.

Except for a few management positions, the majority of employees are part-time.

Attempts were made by Local 148 to get information on the various positions. To date the City is refusing to give us any info.

We know from job postings that some of the positions would fall into the category of union represented positions. We also know the wages being offered to these employees are far below what our bargaining unit members make.

Local 148 has had a good relationship with the City for over 25 years. We represent full-time and part-time employees though out the City in the Public Works and Streets, Parks and Recreation Departments, Land Use, Library and Clerk's office.

Local 148 is exploring our options on how to become the bargaining unit representative for these new employees. We may call upon the membership to help voice our displeasure of operating the only facility in the City non-union.

**Labor can not  
stand still. It  
must not retreat.  
It must go on, or  
go under.**

**—Harry Bridges**

## The Future Of Illinois Coal Fired Plants is Uncertain

Two bills have been filed recently that will have an impact on the Coffen and Joppa Energy Centers.

State Senator Michael Hastings and State Representative Luis Arroyo filed SB2078 and HB 2713, respectively.

Known as the Illinois Coal to Solor and Energy Storage Act of 2019, the legislation hopes to lessen the uncertainty surrounding these power plants and the impact to it employees and the communities in which they operate.

The hope of the Bills is to sustain otherwise uneconomic generation for five years while allowing time for additional capacity to come online through renewable energy. Much of Vistra's generation in IL is located within MISO Zone 4, which makes operating the plants at a profit very difficult.

The plants run the risk of closure by the end of 2019 without the legislation mentioned above.

**It goes without saying, closing the Coffen and Joppa plants will have a significant impact on our members and their families, as well as the surrounding communities.**

Another factor impacting the future of the plants is the IL Multiple Pollution Standard. Proposed changes to the Standard, which have been ongoing, would create annual caps on tons of sulfur dioxide and nitrogen oxides emitted by the company's entire coal fleet rather. Already existing standards require small groups of plants to meet stringent rates.

The Pollution Control Board rejected a deal last year between Dynegy (Vistra) and the IL EPA appointed by the previous Governor, Bruce Rauner.

Opponents felt the plan would significantly weaken IL clean air standards.

The current Governor, J.B. Pritzker, appears to be more respectful of protecting the environment and the health of the people of IL.



With this legislative session ending May 31, 2019, it is unlikely this bills will make it to the Governor's desk.

A final ruling on the Multiple Pollution Standard is expected sometime this summer.

Eric Mooshegian  
Sr. Business Representative, IOUE 148  
[Eric@iuoe148.com](mailto:Eric@iuoe148.com)





One lucky  
fisherman  
GUARANTEED  
**\$2,500  
GRAND PRIZE!**

**32nd Annual**  
**REEL HELP FOR KIDS**  
**Charity Bass Tournament**  
**September 7, 2019**

*Benefiting Ronald McDonald House Charities® of St. Louis*





# OFFICIAL RULES

32nd Annual IUOE Local 148  
Charity Bass Tournament  
September 7, 2019

Benefiting Ronald McDonald House Charities® of St. Louis

Rules: The following rules for the tournament will be used. These rules will be interpreted by the Tournament Committee and all decisions are final. All Missouri Conservation and Water Patrol Regulations apply.

ENTRY FEE: \$150 per boat

**TOURNAMENT COMMITTEE:** The Tournament Committee will be responsible for weighing and for resolving any disputes. The Tournament Committee reserves the right to appoint partners in specific circumstances. The Tournament Committee reserves the right to reject any entry.

**ELIGIBILITY:** Tournament participants must have a valid 2019 Missouri fishing license and must be properly registered for the tournament. Absolutely **NO GUIDES OR PROFESSIONAL FISHERMEN-PAST OR PRESENT** will be eligible to participate in the tournament. No person who has earned more than \$5,000 prize money, sponsorship or gratuity within 12 months prior to the tournament date shall be eligible to participate. No person may fish the Tournament alone. Any complaint regarding the eligibility will only be considered if proof is present at the time the complaint is made. No refunds will be given unless the Tournament is cancelled.

**SAFETY:** Safe boating and fishing practices must be observed by all participants at all times. All boats and motors must comply with Missouri Water Patrol Safety and Regulation rules. During the take-off, all contestants are **REQUIRED** to wear a life jacket, which must be securely fastened. The Tournament Committee strongly encourages the use of kill switches by all contestants.

**SPORTSMANSHIP:** Any unsportsmanlike conduct or abusive language could result in suspension from future tournaments.

**TACKLE AND EQUIPMENT:** Only artificial bait or lures may be used. No live bait or prepared bait may be used other than pork or pork-type bait. No trolling is permitted. Boats may not be trailered during the tournament. Only one rod may be used at one time. All bass must be caught on a rod or reel. A landing net may be used. All fish must be caught and landed from the boat.

**BOAT IDENTIFICATION/OCCUPANTS:** Each boat will be given a number which must be displayed at all times during the tournament. The number of the boat will also indicate the weight-in-order by flight. Each boat will contain exactly two persons.

**CHECK-IN/LATE PENALTY:** All boats must check in. Contestants late in doing so will be penalized one pound per minute up to ten minutes, then disqualification. Scale will close 30 minutes after last flight is due in.

**SCORING:** Only Largemouth bass, Spotted/Kentucky and Smallmouth Bass will be counted. Total stringer will determine place. Any bass that does not measure will cause two pounds to be subtracted for the total stringer weight. Only a legal limit of bass (all fish must be minimum of 15 inches long; no more than five fish per boat) may be weighed in. Each contestant is expected to take the utmost care of his or her fish so that all living bass may be returned to the lake. No frozen or mangled fish will be submitted for weigh-in. Any such fish will be deducted and turned over to the Tournament Committee for review. Any contestant doing so will be disqualified and subject to disciplinary action by the Tournament Committee. After that, the contestant will not be allowed to touch or handle the fish again. Decision on short fish will be made by the Official weigh-master. A courtesy board will be available to all contestants prior to weigh-in. Measuring will be conducted by closed mouth and pinched tail. Flat measuring boards will be used as official measuring. All live tournament fish will be returned to the lake, except for trophy fish (five pounds or larger) to be mounted. A one pound penalty per dead fish will be deducted from the total stringer weight.

**TIES:** All ties for total weight will be broken on the basis of entry. In the case of a tie for the Big Bass, the cash prize will be equally divided among the winning contestants and a flip of the coin will determine who receives the plaque.

**PROTESTS:** Any contestant wishing to protest the score of a fellow contestant must do so in writing and file the same with the Tournament Committee within 30 minutes after the last flight is scheduled for weigh-in. The Tournament Committee may, on its own motion, take up and decide questions relating to any contestant's conduct or score.

**WAIVER:** Through your entry fee, you waive and release all other contestants, the host, sponsor, the charity, and Tournament officials from all claims and/or damage incurred in connection with this tournament.

**ATTENTION:** The winner of the cash or attendance prizes, including the grand prize, will be responsible for all applicable federal, state and local taxes. **YOU MUST BE PRESENT TO WIN REGULAR ATTENDANCE PRIZES. YOU MUST BE PRESENT TO WIN THE GRAND PRIZE.**

## REGISTRATION

32nd Annual IUOE Local 148  
Charity Bass Tournament  
Benefiting Ronald McDonald House Charities® of St. Louis  
September 7, 2019  
Lake Of the Ozarks Public Beach Area #2 Marina

### ENTRY FORM

We have read and understand the rules and have completed all information requested in this application form. Our \$150 per boat entry fee (includes BIG BASS competition) is enclosed.

Note: All information must be completed. Please print clearly or your form may be returned.

Make Checks payable to:

OE148 Charitable Fund, Inc.

#### ANGLER 1\*

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_ Zip \_\_\_\_\_

Phone ( ) \_\_\_\_\_

Email \_\_\_\_\_

#### ANGLER 2\*

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_ Zip \_\_\_\_\_

Phone ( ) \_\_\_\_\_

Email \_\_\_\_\_

\* If there is a change in the above named registrant(s), please notify the Tournament Committee prior to send off. Failure to do so could result in disqualification.

I attest that neither entrant has earned more than \$5,000 in prize money, sponsorship or gratuity within the last 12 months prior to the Tournament date.

Signature: \_\_\_\_\_

Please check if this is a Guy/Gal entry ☐

Where did you receive this application? \_\_\_\_\_

Two wristbands are included with the \$150 entry fee and must be worn by fisherman for food and beverage service on Friday & Saturday. Additional wristbands can be purchased for guests of fishermen at \$20 per person and are good for food and beverages on Friday & Saturday. Wristbands (\$20 per person):

Name \_\_\_\_\_

Name \_\_\_\_\_

Checks, money orders, and cashier's checks will be accepted. I understand that I will be responsible for any taxes, state, or federal, due on prizes won in conjunction with this tournament. Please cut out and return this form, along with your check to:

IUOE Local 148  
Attn: Bass Tournament  
11000 Lin Valle Drive  
St. Louis, MO 63123

Entries will be accepted by mail no later than September 3rd, 2019.  
Late entries will be accepted until 8:00am, September 7th, 2019 at the tournament. Questions? Call Sarah at 314-865-1300 ext. 105  
You must be present to win regular attendance prizes.  
**YOU MUST BE PRESENT TO WIN THE GRAND PRIZE.**

FOR TOURNAMENT STAFF ONLY

Boat Entry #: \_\_\_\_\_

☐ check ☐ credit  
☐ cash



## Michael Yates, 148 Business Rep. and Organizers, Retires

Michael Yates, long-time business representative and organizer of Local 148, retired February 1, 2019.

Yates served Local 148 in many different capacities over 38 years as a member and leader.

As a business representative and organizer for the past 11 years, Yates serviced 12 different bargaining units and helped organize several new bargaining units.

Prior to being appointed as a business representative and organizer in 2008, he served as the shop steward in the coal gang at the Ameren Sioux Power Plant.

Yates also served six years as the Treasurer of Local 148 before being elected President of the Local for four successive terms. The membership gave high praise to Yates in the way he conducted himself as president. He was fair and always ready to help members mediate any disputes they may have had with each other or the Local.

Additionally, Yates served on many different Union Electric / Ameren bargaining committees over the years. He often injected a voice of reason when members of the committee would get to far afield.

Michael's involvement with the Cleveland ROTC high school and bringing labor education to the teachers, students and parents opened the door for the establishment of Local 148's skilled maintenance program.



When retired Business Manager, Don Giljum stepped down as the Labor Chair for the St. Louis Jobs with Justice, Yates assumed the role of JWW co-chair. He has also served on the board of the St. Louis North County Labor Club for nearly 20 years and currently serves as the Club's Treasurer.

Michael was recognized in 2008 as the St. Louis NAACP Man of the Year for his outstanding service as a union and community leader.

In 2012, the County Executive appointed Yates to the Metropolitan Sewer District (MSD) executive board. He served as the MSD board chairman from 2015-2017 and was again recently elected chairman for the 2019 term. On the board Yates has made his presence known by fighting hard to see that every job MSD contracts is union.

In retirement, Yates continues to be active looking out for organized labors best interest. Continuing as MSD's board chairman, Treasurer of the North County Labor Club and serving as a delegate for Local 148 to the Greater St. Louis Central Labor Council (CLC), he continues to fight for the working men and women of St. Louis.



## Working Alone, and its effect on Solidarity

Solidarity is the core tenet of a labor union's ability to be effective.

This concept relies primarily on personal relationships between workers, created during the course of daily interactions in the workplace. But slowly and visibly, management is changing worksites in ways that serve to isolate workers and eliminate opportunities for interaction.

Along with many other downsides, this practice also has a detrimental side effect on worker solidarity.

Because people are increasingly working alone, the potential for a collective voice suffers. Workers can't get on the same page when they do not interact with each other. To build solidarity and a culture that leans toward collective action, we need shared experiences.

Social interactions build commitment and loyalty among and between co-workers and helps us create the bond we call solidarity.

Take a snapshot at your worksite. Is your employer downsizing through automation? Have they restructured the organization to require less people? Are they combining jobs, claiming that this provides more flexibility? Are they subcontracting out more work?

Less workers create less opportunities for social interactions. Even things like schedules can effect our social interactions. While 12-hour schedules, for example, may provide for more time off, they also reduce the number of workers socializing during and after their shifts. Combine schedule changes with worker isolation and we start to have very few interactions with each other.

To protect this central tenet of solidarity, we must first realize that there is a problem.

We must remember this as we near negotiations. We must create opportunities for members to interact both inside and outside of the workplace.

The bosses tactic of divide and conquer not only happens in the workplace. It's also part of our cell phone and computer culture. The introduction of social media has made it all too easy to talk at someone instead of with someone. While enabling us to have instantaneous communication, electronic communications can cause people to no longer feel the heart behind the words.

We cannot forget the power and importance of conversations between and among workers on and off the jobsite.

Let us also remember that anti-Labor pundits have been writing the eulogy of the Labor Movement for decades. But as long as people want fair wages, good benefits, and better working conditions, there will be a need for unions.

We must be innovative as workplaces evolve. If we stay united, we can continue to be the most powerful voice working families have in improving their quality of life. For our members, our co-workers, our families and all working people — "United we stand..." you know the rest.

Tony Fisher  
Business Representative, IUOE 148  
Tony@iuoe148.com



## Service Pins Awarded:

### January 2019

**40 years**

Richard M. Hall: Ameren MO

**35 years**

Don Gramlick: Radiac Abrasives

Gary Kohrig: Radiac Abrasives

Alexander Phillips: Radiac Abrasives

**30 years**

Kevin Brunts: St. Louis University

### February 2019

**40 years**

Brent D. Davis: Ameren MO

Jeffrey W. Russell: Ameren MO

Orlando W. Steele: Ameren MO

**35 years**

Robert C. Outz: Ameren MO

**25 years**

Kent L. Johnson: Vistra

Donald J. Million: St. Louis University

### March 2019

**45 years**

Ronald H. Brooks: Ameren MO

Gary Krupey: Ameren MO

**40 years**

Steven M. Avery: Ameren MO

**35 years**

Brad Blank: Radiac Abrasives

**30 years**

Dwayne Chandler: St. Louis University

Douglas March: Washington University

David L. Reed: Aramark

Ron Ward: St. Louis University

**25 years**

Frank Martychenko: America's Center

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## 2019 Ted Antoff Scholarship Winners

Congratulations to this year's Ted Antoff Memorial Scholarship winners.

**Garret Todd** won \$1,000.00 as the first-place finisher.

**Jessica Graessle** won the second place prize of \$500.00.

Garrett is the son of Andrew Todd from the Joppa Power Plant.

Jessica is the daughter of Kent Graessle works at Callaway Plant.

This year marks 28 years of awarding scholarships to the children of Local 148 members honoring Ted Antoff, who served as Local 148 President for many years.



**Garrett Todd**



**Jessica Graessle**

## LABOR 101: How to Write a Grievance

### Elected Officers:

Keith Linderer  
*Business Manager*

Steven Mooney  
*President*

Lynn Sherman  
*Vice President*

Glen Tolan  
*Recording Secretary*

Dave Bahr  
*Treasurer*

Daryl Byrd  
*Financial Secretary*

Brad Wooten  
*Trustee*

Greg Glass  
*Trustee*

Bryant Wooten  
*Trustee*

### Staff Positions:

Eric Mooshegian  
*Sr. Business Rep.*

Doug Williams  
*Business Rep.*

Herschel Riddle  
*Field Rep.*

Steven Joyce  
*Organizer*

Tony Fisher  
*Business Rep.*

Lynn Sherman  
*Training Dir.*

Sarah Rushing  
*Professional Admin.  
Assistant*

Kelly Scott  
*Fund Administrator*

The formal grievance document usually requires that certain basic data be included: name of grievant, date, address, phone number, signature, etc. Once these are filled out, there are three elements that are critical for a grievance.

**1) Statement of Grievance:** This should be a short, simple, declarative statement of what the grievance is about. The statement should not include the Union's argument, evidence or justification for its position. Nor should the statement contain personal remarks or opinions. The Grievance can be stated in one or two concise sentences.

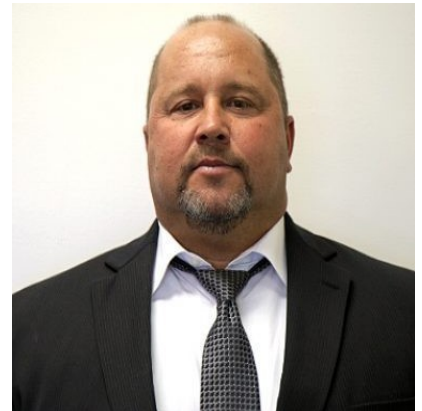
- **Example:** "The employer disciplined Jane Doe, an emergency department nurse, in March 2006, without just cause."

**2) Citation of the Article(s) Violated:** The Grievance must include a reference to what contract article(s) was violated. It is not absolutely necessary (depending on contract language) to list the specific section and/or paragraph of the Article cited. A catch-all statement should be included that would cover other contract articles that may have been overlooked. Such a catch-all phrase simply insures that even if the wrong contract article is cited, the grievance will still be valid and binding.

- **Example:** "Article(s) Violated: Article 5 and 7 *and any and all other relevant articles or Including but not limited to Article 12.*"

**3) Statement of Proposed Remedy:** The remedy should again be clear, concise and all-inclusive. It should be written to achieve the best possible outcome for the grievant. The remedy should also include a catch-all statement such as, "...make the grievant whole." If a nurse is suspended for three days, the remedy should not just be for the lost pay, but should also cover other losses as seniority, benefits, earned time, etc.

- **Example:** "The suspension and discipline notice shall be withdrawn and the grievant shall be *made whole for any and all losses or and all other benefits to which the grievant is entitled.*"



Herschel Riddle  
Field Representative, IUOE 148  
Herschel@iuoe148.com





**IUOE Local 148**  
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St. Louis, MO 63123

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## **The Gauge**

**Local 148**

1100 Lin Valle Dr.  
St. Louis, Mo 63123

Find Current Local Union  
News and Information at:  
[www.iuoe148.com](http://www.iuoe148.com)



### **Meet The Gauge Editors:**

The **St. Louis Workers' Education Society (WES)** is a 501c3, non-profit organization chartered by the St. Louis Central Labor Council, AFL-CIO as a Workers' Center.

We educate and train St. Louis residents, especially people of color, women and youth, to become community leaders. We work with unions – like the Operating Engineers' Local 148 – to help educate and mobilize, to turn members into activists.

Our focus is on the intersection of workers' rights, racial justice, sexual and gender-minority rights and disabilities empowerment.

Additionally, WES acts as a small business and grassroots organization incubator. We facilitate on-going worker-education campaigns, partnering and advising union and community groups, to build a permanent culture of worker-education in St. Louis.

Contact us at:

Tony Pecinovsky, President:  
[tony@workerseducationsociety.org](mailto:tony@workerseducationsociety.org)

Don Giljum, Secretary-Treasurer:  
[don@workerseducationsociety.org](mailto:don@workerseducationsociety.org)

Al Neal, Dir. of Education and Advocacy:  
[al@workerseducationsociety.org](mailto:al@workerseducationsociety.org)