

Decision

CAPITAL REGION LABOR-MANAGEMENT HEARING

Friday, July 24, 2015

A meeting of the Labor Management Committee (LMC) was held on Friday, July 24, 2015, at 9:30 a.m. at the offices of the Albany Chapter of the National Electrical Contractors Association, 16 Wade Road, Latham, New York. The purpose of the meeting was to address a notice of a Petition for Grievance filed by IBEW Local 236 on behalf of Mark Grogan against K & J Electric Co., Inc.

Members: IBEW Local 236  
Don Rahm, Chairman  
Randy Angerosa  
John Mosher

Albany NECA Chapter  
Jerrald Cherrier, Chairman  
Eileen LaCorte  
Kevin Haggerty

Chapter Manager/Secretary

Stephen Chamberlain

Decision by the Labor Management Committee:

After careful consideration of the evidence submitted, the committee ruled as follows:

Regarding Charge a. – There was no clear cut violation of the current Collective Bargaining Agreement by K & J Electric, in particular, Robert Knapp, Owner.

Respectfully submitted,



Donald W. Rahm  
LMC Chairman  
IBEW Local 236



Stephen Chamberlain  
Chapter Manager/Secretary  
Albany NECA

Cc: Mark Lajeunesse  
Robert Knapp/K & J Electric  
LMC Board Members

# **ALBANY NECA CHAPTER LABOR MANAGEMENT COMMITTEE**

## **NOTICE OF GRIEVANCE HEARING**

July 20, 2015

Please be advised that notice of a Petition for Grievance is being filed by IBEW Local 236 (Local) on behalf of Mark Grogan against K & J Electric Co., Inc. (K & J) with a request that this matter be heard before the Labor Management Committee (LMC) on **Friday July 24, 2015 at 9:30 am.** at the Albany NECA Chapter, 16 Wade Road, Latham, NY.

The grievance scheduled to be heard stems from a charge filed by the Local against K & J as the follows:

**1) Charge:**

- a. IBEW Local 236 alleges K & J violated Article II, Section 2.09 of the Agreement between IBEW Local No. 236 and the Albany Electrical Contractors Association NECA Albany Chapter, when Robert Knapp a member of K & J worked with tools.

**2) Background:**

Grievant alleges that Robert Knapp, President of K & J had been working with tools on a job for Ball Industries for approximately a week prior to notifying the Albany Chapter of NECA on July 8, 2015.

**3) Remedy Sought By Grievant:**

A fine of one week's pay and benefits with all overtime.

**Attendees:** Local 236 Committee Members:

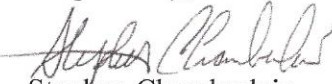
**To be determined by Local.**

Contractor Committee Members:

Jerald Cherrier - Chairman  
Kevin Haggerty  
Eileen LaCorte

Mr. Mark Lajeunesse to represent Local 236  
Robert Knapp for K & J Electric Co., Inc.

Respectfully,

  
Stephen Chamberlain  
Executive Director /Sec.

cc: John Mosher, President IBEW Local 236  
Robert Knapp for K & J Electric Co., Inc.  
Mr. Mark Lajeunesse, Business Manager IBEW Local 236  
Contractor LMC members

# INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

## Grievance Form and Record of Proceedings

Local 256

Company K and J Electric

Grievance No. 1

Name Mark Grogan

Date 7/7/2015

State Grievance: K and J electric has Violated the working agreement, Article 2 Section 2.09 No more than member of a firm shall be allowed to work with the tools at any one time. On all contracts in excess of \$25,000.00, no member of the firm shall work with tools. Robert B. Knapp, President of K and J Electric has been working with the tools for the last week.

Settlement Requested: one week of pay and benefits with all overtime for a Fine

Signed



GRIEVED EMPLOYEE

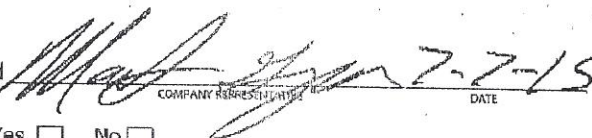
Signed



UNION REPRESENTATIVE

Company's Reply to Grievance

Signed



COMPANY REPRESENTATIVE

DATE

Is Decision Satisfactory? Yes ☐ No ☐Has Case Been Appealed? Yes ☐ No ☐

Signed

UNION REPRESENTATIVE

DATE

Union's Reply

Signed

UNION REPRESENTATIVE

DATE

Company's Reply

Signed

COMPANY REPRESENTATIVE

DATE

Is Decision Satisfactory? Yes ☐ No ☐Has Case Been Appealed? Yes ☐ No ☐

Signed

UNION REPRESENTATIVE

DATE

Union's Reply

Signed

UNION REPRESENTATIVE

DATE

Company's Reply

Signed

COMPANY REPRESENTATIVE

DATE

Is Decision Satisfactory? Yes ☐ No ☐

Signed

UNION REPRESENTATIVE

DATE

Case Appealed By: Union

Company

Date