

# ADDENDUM

to the current Collective Bargaining Agreement between

## **SEMO Electric Cooperative**

*& the*

**International Brotherhood of Electrical Workers,**

**Local Union No. 702**

(for the "Lineworkers' Unit" Agreement)

The COOPERATIVE and the Union hereby agree to amend the current Collective Bargaining Agreement pertaining to the Lineworkers' Unit, effective January 1, 2020, as follows:

- Section 1.01: Addition of the word "mechanics" in list of covered employees
- Section 3.02: Addition of the Mechanic classification as Group 3
- Section 3.03: Addition of Group 3 to terms of subparagraphs (d) and (e)
- Section 5.01: Inclusion of the Mechanic classification into the existing wage schedule with the following rates:

	1/1/2020	9/1/2020	9/1/2021	9/1/2022	9/1/2023	9/1/2024
Mechanic	36.96	38.07	39.21	40.39	41.60	42.85

- Section 5.03: Addition of the words "or Mechanic" in the first line of the first sentence
- Section 10.21: Addition of the following:

The COOPERATIVE will provide and pay for the Mechanics' required uniforms, to include laundry service.

- It is understood and agreed that the current employee in the Mechanic Classification under the Collective Bargaining Agreement between the COOPERATIVE and the Union relating to the Clerical Workers' Unit will, effective December 31, 2019, cease to have health insurance coverage through the National Rural Electric Cooperative Association (NRECA), as outlined in a separate Addendum to the Clerical Workers' Unit Agreement, and will, effective on January 1, 2020, have coverage through LINECO on the same terms as all other employees covered by the Lineworkers' Agreement, due to this Addendum and the Cooperative submitting the necessary premium payment by December 15, 2019.

Agreed:

**SEMO Electric Cooperative**

By: Richard Faulkner  
Richard Faulkner, President

By: Tim Coppage  
Tim Coppage, Secretary

**IBEW Local 702**

By: Steve Hughart  
Steve Hughart, Bus. Man.

By: Mark Baker  
Mark Baker, Bus. Rep.

**APPROVED**  
INTERNATIONAL OFFICE - I.B.E.W.

**2/26/2020**

Lonnie R. Stephenson, Int'l President  
This approval does not make the  
International a party to this agreement

# ADDENDUM #2

to the current Collective Bargaining Agreement between  
**SEMO ELECTRIC COOPERATIVE**

& the

**International Brotherhood of Electrical Workers,**

**Local Union No. 702**

(for the "Lineworkers' Unit" contract)

The COOPERATIVE and the Union hereby agree to amend the following two (2) Sections of Article X of the current Collective Bargaining Agreement pertaining to the Lineworkers' Unit, **effective January 20, 2020**, as follows:

1. Section 10.01:

Add the following as a second paragraph to Section 10.01:

**Notwithstanding the above paragraph, the normal workday of employees in the Mechanic position shall consist of eight (8) hours, between 8:00 a.m. and 5:00 p.m., with a one (1) hour unpaid lunch between the aforementioned hours of 11:00 a.m. and 1:00 p.m. Should the Mechanic be required to work through the entire two (2)-hour lunch period window, and work their entire shift that day without taking lunch, they shall be compensated for the missed lunch with one (1) hour of overtime pay at the applicable hourly rate. However, for the Mechanic to work through lunch, they must obtain advance approval from his/her supervisor.**

2. Section 10.02:

Add the following as a second paragraph to Section 10.02:

**When an employee is required by the COOPERATIVE to attend training seminars or meetings out of town (i.e., out of the service area), the COOPERATIVE will pay for travel expenses as outlined in the COOPERATIVE's Employee Travel Policy (which is based upon the U.S. General Services Administration (GSA) Meals and Incidental Expenses rate).**

Agreed:

**SEMO Electric Cooperative**

**IBEW Local 702**

**APPROVED**  
INTERNATIONAL OFFICE - I.B.E.W.

**2/26/2020**

Lonnie R. Stephenson, Int'l President  
This approval does not make the  
International a party to this agreement

By: Richard Faulkner 2-17-2020  
Richard Faulkner, Pres. Date

By: Steve Hughart 2/7/2020  
Steve Hughart, Bus. Man. Date

By: Tim Coppage 02-17-2020  
Tim Coppage, Sec. Date

By: Mark Baker 2/7/2020  
Mark Baker, Bus. Rep. Date