

ADDENDUM # 3

to the current Collective Bargaining Agreement between

SEMO Electric Cooperative

&

International Brotherhood of Electrical Workers, Local Union No. 702

(for the "Clerical Workers' Unit" Agreement)

The COOPERATIVE and the Union hereby agree to amend the current Collective Bargaining Agreement pertaining to the Clerical Workers' Unit, **effective March 18, 2024**, as follows:

- Section 5.01: Revision of the Bookkeeper and Accountant position qualifications to read as follows, and the addition of the following lanugage:

Bookkeeper

(Must have completed and passed Principles of Accounting I & II. Additionally, if a Bookkeeper gains the qualifications of the Accountant position, including having a general understanding of accounting theory as determined by the Cooperative, they shall automatically progress to the Accountant position)

Accountant

(Must have qualifications of Bookkeeper position, must have a Certificate of Accounting from Three Rivers College located in Sikeston, Missouri, or a similar Certificate of Accounting, involving a minimum of twenty-four (24) completed hours of in-person classes, from a comparable college or university, and must have a general understanding of accounting theory, as determined by the Cooperative)

- The parties agree to remove the Payroll functions of the Cooperative from being duties performed by a bargaining unit employee represented by the Union. In exchange, the Cooperative will guarantee there will remain in the future a minimum of two (2) bargaining unit positions in the Accounting Department.

Agreed:

SEMO Electric Cooperative

By: Richard Faulkner
Richard Faulkner, President

By: Tim Coppage
Tim Coppage, Secretary

IBEW Local 702

By: Steve Hughart
Steve Hughart,
Business Manager 4/12/24

By: Ricky Buchheit 04/12/2024
Ricky Buchheit,
Business Representative