

**ADDENDUM #2
to 2018-2023 Agreement**

**M & A ELECTRIC POWER COOPERATIVE
and
LOCAL UNION NO. 702**

The Cooperative and the Union hereby agree to make the following revisions, effective **January 1, 2021**, to the current 2018-2023 Agreement between the parties:

I. ADDITION OF "ASSISTANT STOREROOM CLERK" POSITION

1. Add a new Assistant Storeroom Clerk position, at a wage rate of \$35.28 (\$3.00 less than Storeroom Clerk), with the following wage structure:

Percentage Increase			3.00%	3.00%
Additional Increase			\$ 0.10	\$ 0.10
Date of Increase		01/01/2021	01/01/2022	01/01/2023
Storeroom Clerk Assistant		35.28	\$ 36.44	\$ 37.63

2. The job requirements of the Assistant Storeroom Clerk position will include the employee obtaining and maintaining a valid Missouri For-Hire License (Class E).

II. CHANGES TO DISPATCHER CLASSIFICATION

1. To recognize the effort and training required to become a NCSO, the Dispatcher wage will increase:

01/01/2021 3% plus \$0.10 plus \$2.00 per hour
 01/01/2022 3% plus \$0.10 plus \$0.50 per hour
 01/01/2023 3% plus \$0.10 plus \$0.50 per hour

2. To hire trainees in Dispatch, the apprentice wage structure will be the following:

Percentage Increase		3.00%	3.00%	3.00%
Additional Increase		\$ 2.10	\$ 0.60	\$ 0.60
Date of Increase		01/01/2021	01/01/2022	01/01/2023
Dispatcher		\$ 40.28	\$ 42.09	\$ 43.95
4th Yr. Apprentice	92.50%	\$ 37.26	\$ 38.93	\$ 40.65
3rd Yr. Apprentice	85.00%	\$ 34.24	\$ 35.78	\$ 37.36
2nd Yr. Apprentice	80.00%	\$ 32.22	\$ 33.67	\$ 35.16
1st Yr. Apprentice	75.00%	\$ 30.21	\$ 31.57	\$ 32.96

The Cooperative may, at its discretion, place a new hire or internal bidder into a higher apprentice step to begin based upon existing knowledge, skills, and/or abilities.

3. The Dispatcher probationary period will change from 180 days to 18 months.
4. Any newly hired Dispatcher will be required to pass the exam and become a CSO within the initial 18 months of employment.
5. An employee promoted to a new Dispatcher Apprentice position will be given a reasonable opportunity, usually one hundred eighty (180) days, to demonstrate his qualifications for the position. If he fails to qualify within one hundred eighty (180) days or demonstrates sooner that he is not qualified, the Local Union shall be notified of the nature of his disqualification and he shall be returned to his former position. The Cooperative is to be the sole judge of qualifications.

M & A ELECTRIC POWER
COOPERATIVE

BY: *Daryl Sorrell*
Daryl Sorrell
General Manager

Date 1-4-2021

IBEW LOCAL UNION 702

BY: *Mark Baker*
Mark Baker
Business Representative

Date 1/4/2021