

LETTER OF AGREEMENT

WHEREAS, The City of Gladstone ("EMPLOYER") and the IBEW 906 ("UNION") recognize the recent changes to employment law prohibiting public sector agreements requiring union membership as a condition of employment,

WHEREAS, Current Collective Bargaining Agreement (CBA) language prohibits this change.

NOW IT IS THERFORE AGREED by both parties:

To amend Section 2.02 Union Security. Requirements of Union Membership to add:

To the extent permitted by law,

- (a) Employees covered by this Agreement at the time it becomes effective and who are members of the Union at that time shall be required as a condition of continued employment to continue membership in the Union for the duration of this Agreement.
- (b) Employees covered by this Agreement who are not members of the Union at the time it becomes effective shall be required as a condition of continued employment to become members of the Union commencing thirty (30) days after the effective date of this Agreement and such condition shall be required for the duration of this Agreement.
- (c) Employees hired, rehired, reinstated, or transferred into the bargaining unit after the effective date of this Agreement and covered by this Agreement shall be required as a condition of continued employment to become members of the Union for the duration of this Agreement, commencing the thirtieth (30th) day following the beginning of their employment in the unit.

If any requirement of Section 2.02 is prohibited by law, it shall be deemed to have no force and effect. To the extent that any requirement in this paragraph is permitted by law whether presently or in the future, it shall be enforceable.

FOR THE EMPLOYER

FOR THE UNION

Eric Buckman, City Manager Date

Kurtis Monroe, IBEW 906
Business Manager Date

Joe Thompson, Mayor Date

Anthony Zar, IBEW 906
President Date