

Letter of Agreement  
Between  
North Thurston Public Schools  
And  
International Union of Operating Engineers (IUOE) Local 286

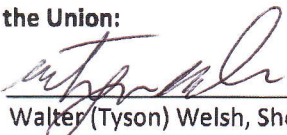
North Thurston Public Schools and International Union of Operating Engineers Local 286, AFL-CIO, mutually agree to the following clarification to the Collective Bargaining Agreement between both parties for the period July 1, 2017 through August 31, 2019.

**Amendment to Section 3.5 – Deduction of Dues:**

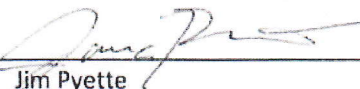
**New Language** - New employees to the bargaining unit shall have their Union dues withdrawn according to the current contract after ninety (90) calendar days of employment within the Collective Bargaining Agreement.

Dated this sixteenth day of August, 2017

**For the Union:**

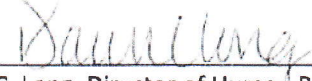
By:   
Walter (Tyson) Welsh, Shop Steward

Date: 8-30-17

By:   
Jim Pyette  
Business Representative

Date: 8/25/17

**For the District:**

By:   
Dawn C. Long, Director of Human Resources

Date: 8-18-17