

ARTICLE 25.0

DURATION OF AGREEMENT

Section 25.1. This Agreement remains in effect from the date of execution through the 7th of March, 2021, and for successive periods of one (1) year thereafter unless notice is given in accordance with this Article. All first-year economic improvements become effective September 13, 2017.

Section 25.2. Either party may reopen this Agreement for revisions or termination between the 60th and 120th day prior to each anniversary date of this Agreement Notification must be in writing delivered in person or sent by U.S. Certified Mail -Return Receipt requested.

Section 25.3. Copies of the Collective Bargaining Agreement shall be printed on 8.5"x 11" paper with the Company picking up 25% of the cost. Distribution will be made by the Union during duty hours IAW CBA Article 8.7.

EXECUTED in duplicate originals on this 7th day of March 2017.

For the Company



George L. Taylor, Director, Labor Relations



Stephen D. Blake, EFC Program Manger



Larry Basden, EFC ISD Manager



Gabriela Ramirez, EFC Finance Supervisor

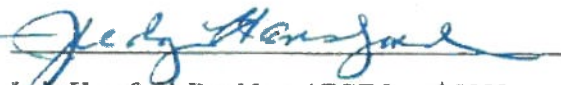


Sarina Billiter, EFC Human Resources Generalist

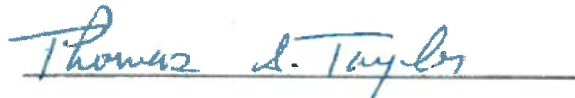
For the Union



Jim Hardwick, AFGE National Representative



Judy Hansford, President AFGE Local 2022



Thomas Taylor, IMD Union Steward



James Austin, ISD Union Steward



Billy Prince, ITD Union Steward



Michael Cheatham, Union Safety Officer