

## **Reclassification of the Maintenance Technician/Mailroom Position**

This Side Letter of Agreement ("Side Letter") is entered into by and between [The Walters Art Museum] ("the Employer") and [Walters Workers United (WWU), AFSCME Council 3] ("the Union") and shall be deemed a supplement to the Collective Bargaining Agreement ("CBA") currently in effect between the parties.

### **Purpose**

The purpose of this Side Letter is to memorialize the parties' agreement regarding the reclassification of the Maintenance Technician position pursuant to Article 18, Section 2(c) of the CBA, in recognition of additional responsibilities assigned to the position, including AV support and primary mailroom duties.

### **Agreement**

Effective April 29, 2026, the Employer agrees to reclassify the Maintenance Technician position, subject to the following terms:

- The position shall be reclassified from Group 1, Grade B to Group 1, Grade C, under the wage scale set forth in CBA Appendix A.
- The updated position description, shared with the Union on May 1, 2026, reflects the additional duties absorbed into the position, including AV support and primary mailroom responsibilities.
- The position's incumbent, Mr. Compton, shall receive retroactive pay equal to the difference between his prior rate at Group 1, Grade B, Step 1 and his new rate at Group 1, Grade C, Step 1 for all hours worked from April 29, 2026, forward, processed in the next available pay period.
- All other terms and conditions of employment for the Maintenance Technician position, including those governed by the CBA, shall remain unchanged unless expressly modified by this Side Letter.

### **No Precedent / No Waiver**

This Side Letter is non-precedential and shall not be cited or relied upon in any other negotiations, grievances, or arbitration proceedings except to enforce its specific terms. Except as expressly set forth herein, all provisions of the CBA remain in full force and effect.

### **Term**

This Side Letter shall remain in effect only for the duration of the current CBA, unless modified or terminated by mutual written agreement of the parties, and shall automatically expire and have no further force or effect upon the expiration of the current CBA.

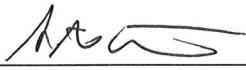
**For the Employer:**

Name: Kate Burgin

Title: Executive Director & CEO

Date: 08/07/2026

**For the Union:**

Name: 

Title: Dir of collective Barg

Date: 8/10/26

Side Letter - Reclassification of the Maintenance Technician/Mailroom Position - Final