

AGREEMENT

BETWEEN



TEAMSTERS LOCAL UNION

#252 AND

**LAW AND JUSTICE MANAGEMENT OF
LEWIS COUNTY, WASHINGTON**

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ARTICLE 1 PREAMBLE

This Agreement is between LEWIS COUNTY WASHINGTON (hereinafter called the “Employer” and TEAMSTERS LOCAL UNION NO. 252 (hereinafter called the “Union”).

ARTICLE 2 RECOGNITION

Scope of this Agreement. The Employer hereby recognizes Teamsters Local Union No. 252 as the exclusive representative for all administrative employees set forth in Appendix “A” and Appendix “B” of this Agreement.

The parties to this Agreement understand and agree that this Agreement does not provide any employee outlined in Appendix “A” and Appendix “B” included within this Agreement with rights to the grievance procedure, mediation, or arbitration.

No Cost to the Employer. The parties to this Agreement understand and agree that this Agreement will have no financial impact to the Employer now or in the future, **notwithstanding the existing health and welfare as outlined in Article 4.**

ARTICLE 3 UNION SECURITY

For current Union members and those who choose to join the Union, the Employer shall deduct each pay period all appropriate Union dues and fees uniformly levied and shall continue to do so for such time and on conditions set forth in the authorization for payroll deduction. The Employer shall transfer amounts deducted to the Union. Authorizations for Payroll Deduction are valid whether executed in writing or electronically.

Whichever party (Employer or Union) that receives the original Authorization for Payroll Deduction from the employee shall provide an electronic or hard copy of the authorization to the other party within 10 days of the employee executing the document.

Membership or non-membership in the Union shall be wholly voluntary and the individual choice of employees covered by this Agreement.

ARTICLE 4 HEALTH and WELFARE

Sheriff's Office Employees (Employer/Employee contributions tied to the Corrections Sergeants Group)

Effective June 1, 2024, for those classifications listed in Appendix "A", and based on May 2024 hours, the Employer shall pay to the Washington Teamsters Welfare Trust care of Northwest Administrators, on behalf of each respective employee who received compensation for eighty (80) hours the previous month.

Plans	Effective 01/01/2024
Medical - Plan "A"	\$ 1609.60
Time Loss Plan "B"	\$ 11.00
Employee Life/AD&D Plan "B"	\$ 4.40
9-month Disability Waiver	\$ 11.40
Dental - Plan "A"	\$ 120.50
Vision - Extended	\$ 17.10
Employer Contribution: 95%	Employee Contribution: 5%

Maintenance of Benefits. The trustees of the Washington Teamsters Welfare Trust may modify benefits or eligibility of any plan for purpose of cost containment, cost management, or changes in medical technology and treatment. If premium increases are necessary to maintain the current benefits or eligibility, or benefits or eligibility as modified by the trustees. In the event premiums are increased, the Employer's contribution shall at all times be equal to ninety-five (95%) paid by the Employer and five percent (5%) paid by the employees based upon the plans outlined above. Furthermore, such premiums will be reallocated by agreement of the parties so that the dental and vision insurance are fully paid through the Employer's contribution. Employees will be responsible for paying their five percent (5%) premium contribution through a payroll deduction.

Prosecutor's Office Employees (Employer/Employee contributions tied to the PA Clerical Group)

Effective, June 1, 2024, based on May 2024 hours, the Employee shall pay to the Washington Teamsters Welfare Trust care of Northwest Administrators, on behalf of each respective employee who received compensation for eighty (80) or more hours the previous month, the premium payments shall be made to the Trust Office in Seattle, Washington by the 10th of each month. The amounts required for the following plans:

Plans	Effective 01/01/2024
Medical - Plan "B"	\$ 1451.80
Employee Time Loss "C"	\$ 6.00
Dental - Plan EXT	\$ 120.50
Vision - Extended	\$ 17.10
Employer Contribution: \$1347.20/mo.	Employee Contribution: \$248.20/mo.

The trustees of the Washington Teamsters Welfare Trust may modify benefits or eligibility of any plan for the purpose of cost containment, cost management, or changes in medical technology and treatment. In the event premiums are increased, the Employer's contribution shall at all times be equal to the amounts agreed upon. Those premiums are allocated by agreement of the parties so that dental and vision insurance is fully paid through the Employer's contribution.

The Employer agrees to increase their portion of premium contribution for the 2025 premiums by an additional twenty-five dollars (\$25.00) per month relative to the 2024 employer contribution. The additional employer contributions for the 2025 payroll shall be included on any 2024 payroll that includes the new 2025 rates. Any future increase in county contribution given to the Teamster's Prosecuting Attorney's Clerical group shall also be rewarded to those represented Prosecuting Attorney's positions listed in this agreement.

For the purposes of determining benefit eligibility, compensable hours shall not include severance pay or any cash-out of an employee's accrued annual leave or accrued sick leave that is payable upon termination of employment.

ARTICLE 5 Retirees Welfare Trust:

Effective June 1, 2024, based upon May 2024 hours and each month thereafter during the period this Agreement is in effect, the Employee agrees to remit the following amounts (based upon Employee payroll deduction) to the Retirees Welfare Trust c/o Northwest Administrators, Inc., for each respective employee who received compensation for eighty (80) hours or more in the previous month for coverage under the following:

Retirees Welfare Trust RWT-Plus Plan as follows:

Effective June 1, 2024	\$94.85
Effective January 1, 2025	TBD
Effective January 1, 2026	TBD
Effective January 1, 2027	TBD
Effective January 1, 2028	TBD

100% of the premium shall be borne by the employee. Further, any increases in subsequent years shall be borne by the employee.

ARTICLE 6 SEVERABILITY

Savings Clause

If an Article of this Agreement or any addenda thereto should be held invalid by operation of law by any court of competent jurisdiction, or if compliance with or enforcement of any article should be restrained by such Court, the remainder of this Agreement and addenda shall not be affected hereby.

Entire Agreement

The Agreement expressed herein in writing constitutes the entire Agreement between the parties, and no oral statement shall add to or supersede any of its provisions.

The parties acknowledge that each has had the unlimited right and opportunity to review the Agreement. The results of the exercise of that right are set forth in this Agreement.

ARTICLE 7 TERM OF AGREEMENT

6.0 EFFECTIVE DATE AND DURATION OF AGREEMENT

6.1 This Agreement shall be effective June 1, 2024, and shall remain in full force and effect through December 31, 2028.

Teamsters Local Union 252:

BOARD OF COUNTY COMMISSIONERS:

Brian Blaisdell, Secretary-Treasurer

Scott Brummer, Chair

Rob DeRosa, Senior Business Agent

Lindsey R. Pollock, DVM, Vice-Chair

Date: _____

Sean Swope, Commissioner

Date: _____

Robert Snaza, Lewis County Sheriff

Jonathan Meyer, Lewis County Prosecuting Attorney

APPENDIX A - Classifications

Lewis County Undersheriff

Lewis County Sheriff's Office Corrections Chief

Lewis County Sheriff's Office Operations Chief

Lewis County Sheriff's Office Special Services Chief

Lewis County Sheriff's Office Patrol Captain

Lewis County Sheriff's Office Corrections Captain

Appendix B - Classifications

Lewis County Chief Civil Deputy Prosecuting Attorney

Lewis County Chief Criminal Deputy Prosecuting Attorney