

MEMORANDUM OF UNDERSTANDING
Amending the Teamsters Combined Collective Bargaining Agreement

Teamsters Local Union #252 (Union) and Lewis County (County) negotiated in good faith a Collective Bargaining Agreement by and between Teamsters Local #252 and the Lewis County Combined Group for September 2022- December 2025 (the "CBA").

The Union contacted the County on March 27, 2024 with notification that employees of the Parks and Recreation Department signed authorization cards to join the Combined Group membership. The Union proposed adding the members through a Memorandum of Understanding rather than the recognition process by the Public Employers Relation Commission (PERC).

The County has agreed to forego the formal recognition process by PERC and amend the Sections 8.1 Benefit Eligibility, 9.4.4 for layoff purposes, the Work Group Categories shall be as follows, 14.1 Classifications and Salary Grades, and 15.1 Seniority List of the CBA as provided below:

Current

8.1 Benefit Eligibility

8.1.1.1 For those entering the Agreement during the time of contract amendment, the medical and dental eligibility will become effective on July 1, 2024. The first payroll deduction for health premium shall occur on June 25, 2024.

For all new hires entering service, the medical and dental eligibility will become effective depending on their hire date as set forth below.

New Hires

(a) For those hired (entering Lewis County employment) between the 1st and 15th of the month, medical and dental benefit coverage will be effective on the 1st of the month following the date of hire.

(b) For those hired (entering Lewis County employment) between the 16th and the end of the month, medical and dental benefit coverage will become effective on the 1st of the month following one month of employment.

Separation

Those separating between the 1st and 15th of the month shall retain their coverage through the end of the month. Those separating between the 16th and the end of the month shall retain their

coverage through the end of the following month.

Section 9.4.4 for layoff purposes, the Work Group Categories shall be as follows:

- (i) Parks and Recreation

This department shall have five (5) categories. A person being laid-off in a category can only bump a less senior person in a lower category within the same classification. However, a person being laid-off can bump into any classification in Category I provided the bumping employee has more seniority. The categories shall be as follows:

Category 5

Parks Technician Tech II

Category 4

Parks Technician

Category 3

Administrative Assistant Senior

Category 2

Fair and Events Coordinator

Category 1

Caretaker Interim Event Worker

Section 14.1

14.1.1

PARKS AND RECREATION	SALARY GRADES
Fair and Events Coordinator	123
Parks Technician I	115
Parks Technician II	117
Administrative Assistant II	119
Caretaker Interim Event Worker	112

Section 15.1

Parks and Recreation

Employee	Classification	Seniority Date	Benefit Accrual Date
VACANT	Fair and Events Coordinator		
Daniel Brummer	Grounds Techs I	08/08/2019	02/16/2023

Bryan Porter	Grounds Tech II	12/15/2021	02/01/2022
Holland Ray	Caretaker/Interim Events Worker	05/16/2022	01/16/2023
David Wiltbank	Grounds Tech II	02/01/2023	02/01/2023
Ian Wiley	Grounds Tech I	02/06/2023	02/06/2023
Amanda Mumm	Administrative Assistant II	07/07/2023	07/07/2023

This agreement shall become effective May 28, 2024.

Daleyn Coleman, HR Deputy Director

Rob DeRosa, Teamsters Local #252

Matt Jaeger, Interim HR Director

Brian Blaisdell, Teamsters Local #252