

Appendix 101

Agreement between Lewis County and Teamsters Union Local No. 252 Combined

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1. INTRODUCTION

1.1 Preamble

1.1.1 This agreement is entered into by and between Teamsters Union Local No. 252 and the Board of County Commissioners for LEWIS COUNTY, a political subdivision of the State of Washington, hereinafter jointly referred to as the "EMPLOYER," and Teamsters Union Local No. 252, hereinafter referred to as the "UNION."

2. RECOGNITION

2.1 Scope of Bargaining Unit

2.1.1 The Employer recognizes the Union as the exclusive bargaining representative for the "Combined" group of all full-time and regular part-time employees of Lewis County in the following departments:

911 Communications (Radio Services);
Community Development (Planners);
Information Technology;
Facilities/Fair;
Public Health & Social Services (Accounting, Administrative Support, Community Services, Environmental Health, Social Services, Veterans Services, WIC-Women, Infants and Children); and
Public Works (Accounting/Admin, Solid Waste);
excluding supervisors, confidential employees, extra-help, and all other employees.

3. EMPLOYMENT POLICIES

3.1 Trial Periods

3.1.1 There shall be a six (6) month trial period for employees who promote or transfer to a different job classification.

3.1.2 An employee who promotes or transfers into a new position will be allowed to return to their former position if they request to do so within thirty (30) calendar days of beginning their trial period. If during the first thirty (30) days of their trial period, the Employer decides the employee is unsuited for the job, the employee will be allowed to return to their former job classification, salary range and step. Employees removed before the completion of thirty (30) days will be given in writing the reason for the removal, upon request.

3.1.3 If, after the first thirty (30) days, but on or before the last day of their trial period, if the Employer decides the employee is unsuited for the job for non-disciplinary reasons, the employee shall be permitted to return to the employee's formerly held position and placed at the applicable wage and benefit level.

3.1.4 A trial period may be extended on a day-for-a-day basis for any full days of unpaid leave taken during the trial period; or to provide additional time for the employee to demonstrate they have the competencies required for the position. The maximum length of a trial period, including any extensions, will be twelve (12) months, unless otherwise agreed upon by the Union and Employer.

3.2 Hiring and Appointments

3.2.1 The Employer agrees to limit consideration to Teamsters-represented employees who follow the stated application process, if they meet the minimum qualifications identified in the job description/on the job posting, provided that there are at least three (3) Teamsters candidates to interview. If there are not at least three (3) Teamsters candidates to interview, the Employer may consider external candidates.

3.2.2 The Employer is not required to offer the position to a Teamsters candidate if they do not successfully pass employment screening, interview, and background check processes. If a Teamsters candidate is not successful in receiving a job offer, they may request to receive feedback by contacting Human Resources.

3.3 Protective Clothing and/or Equipment

3.3.1 Employees in any job classification where the normal work environment exposes them to a risk of foot injuries from falling or moving objects, objects that could pierce the sole, or electrical hazards shall be eligible for reimbursement of up to two hundred fifty dollars (\$250) per calendar year for the purchase of protective footwear.

3.3.2 Reimbursable footwear must meet applicable ASTM safety standards appropriate to the employee's job duties, including but not limited to electrical hazard protection, impact and compression protection, and/or slip resistance, and will be labeled as such.

3.3.3 The Employer shall approve or deny reimbursement requests after submission of proof of purchase and verification that the footwear meets ASTM safety standards and is appropriate for the employee's job duties. The following footwear is not eligible for reimbursement and shall not be worn by employees working in classifications covered by this Article: traditional tennis shoes, canvas-top shoes, thin or soft-soled athletic shoes, open-toed sandals, slippers, dress shoes or other similar footwear that does not provide required protective features.

3.3.4 The Employer may approve reimbursement for a probationary employee prior to the completion of the probationary period. In the event the employee does not successfully complete the probationary period, the Employer shall reimburse the Employer for the actual amount disbursed. The Employer may recover such amount through payroll deduction from the employee's final paycheck, consistent with applicable law.

3.4 License and Certification

3.4.1 The Employer shall reimburse an employee for the cost of required job-related licenses and certifications, e.g.: Registered Sanitarian, Electrician, and others as agreed.

3.4.2 All testing time for required license and certification shall be compensated at the employee's appropriate rate of pay.

3.4.3 When a CDL is required as a job classification prerequisite, the employee shall obtain and maintain such license. The Employer shall reimburse the employee for the cost of the CDL endorsement renewal minus the cost of the driver's license renewal and any other endorsements not required by the Employer for the performance of the job. After an employee completes their probationary period, the Employer shall reimburse expenses associated with the employee's required CDL physician's exam (if not covered by applicable health insurance). The Employer shall reimburse the employee for the bi-annual physician's exam to the extent the same is not covered by applicable health insurance, and any out of pocket shall be paid at one hundred percent (100%) by the employer. The supervisor's signature on the reimbursement form signifies the supervisor has verified the fitness for duty certification and authorizes payment to the employee. Employees may use sick leave for the exam if it occurs during their shift.

4. ON-CALL

4.1 On-Call Assignment, Hours, Compensation

4.1.1 The Employer may at the Employer's sole discretion, assign an employee to be on-call, but will first attempt to find qualified volunteers before a mandatory assignment is made.

4.1.2 Being on-call means the employee has a duty to respond to calls, and if appropriate, physically respond to the worksite within an hour, subject to penalty of discipline for failure to do so.

4.1.3 An employee shall gauge their personal conduct while on-call in such a manner as to reasonably be able to report to duty.

4.1.4 The on-call employee will be eligible to receive off-duty contact and call-in pay as per Article 6.5 of the Master Labor Agreement.

4.1.5 The on-call employee may transfer the on-call status to another agreeable employee upon prior notice and approval of the supervisor.

4.1.6 On-call status shall be compensated at the rate of sixty-five dollars (\$65) for 'weekend' duty (Friday at the end of shift to Monday beginning of shift), and sixty dollars (\$60) for weekday duty (which includes all hours after the work shift on Monday evening to Tuesday; Tuesday evening to Wednesday; Wednesday evening to Thursday, Thursday evening to Friday), for a total of one-hundred twenty-five dollars (\$125) for a full-week duty (e.g. Monday at 8:00 a.m. to Monday at 8:00 a.m.)

4.1.7 An additional forty dollars (\$40) will be paid for each holiday that falls within an on-call period. The additional holiday pay will be given only on the weekdays the holiday is observed, regardless if the calendar holiday falls on a weekend.

5. **EMPLOYEE COMPENSATION**

5.1 **Classifications**

5.1.1 The job classifications and assigned pay grades on the Master Salary Schedule shall be as follows, effective January 1, 2026.

Job Classification	Pay Grade
Custodian*	112
Custodian Senior*	113
Fair and Events Technician*	113
Health Services Worker	114
Customer Service Rep**	115
Community Outreach Worker	115
Mailroom / Office Assistant – Facilities	115
Maintenance Technician 1	115
Custodial Lead	116
Litter Control Technician	116
Administrative Assistant	117
Veterans Benefits Specialist	117
Accounting Specialist	118
ITS Technician 1	119
Fair & Events Coordinator	119
Community Outreach Worker Sr. (Housing, DD, CS)	119
Maintenance Technician 2	119
Accounting Specialist Senior - Solid Waste	120
Accounting Analyst	120
Assistant Planner	120
Planner 1	120
Developmental Disabilities Contracts Coordinator	120
Environmental Health Specialist 1	120
Maintenance Technician Lead*	121
Housing Program Coordinator	121
Health Promotion Coordinator	121
ITS Technician 2	121
ITS Developer 2	121
Dietitian	122

Environmental Health Specialist 2	122
Environmental Health Specialist 2 – Commissioned	123
Epidemiologist 2	123
Planner 2	123
ITS Technician 3	124
ITS Network 3	124
ITS Developer 3	124
Environmental Health Specialist Sr.	124
Electrician	125
Public Health Nurse 2	125
Planner 3	125
ITS Network 4	126
ITS Developer 4	126
Radio Services Technician 2	126

*A targeted wage adjustment of a one-grade increase over the 2025 pay grade is reflected in this table for: Custodian, Custodian Senior, Fair and Events Technician, and Maintenance Technician Lead.

**The Customer Service Representatives will all be paid at a grade 115. In 2025, some CSRs were paid at 114 and 115.

6. **EMPLOYEE BENEFITS**

6.1 **Vacation**

6.1.1 Vacation leave may be accrued to a maximum of three hundred twenty (320) hours. All hours accrued in excess of the maximum shall be cashed out at the employee's straight time rate of pay unless the employee requests and is approved for accrual of excess vacation as set forth in Section 6.1.2. An employee who separates from service shall be paid at the ensuing payday for any unused accrued vacation leave, but in any event not to exceed a maximum of two hundred forty (240) hours. If an employee does not successfully complete their probationary period, no accrued vacation leave shall be payable.

6.1.2 In the event an employee is required to cancel a pre-approved vacation, or a vacation request is denied by the Employer by reason of operational requirements, and in the event such cancellation or denial impacts the maximum accrual limit, at the discretion of the Employer, the employee shall either be allowed to accrue above the maximum or will be paid for the excess accrual above the maximum at the employee's applicable rate of pay. The cancellation or denial of vacation shall be in writing. Employees must submit requests for the accrual ceiling to be exceeded before December 31 and include proposed dates in the new year to use the excess vacation leave. If the Employer does not approve the employee's requested vacation dates by March 31, the excess shall be paid in wages.

6.1.3 Upon approval of the Employer, which shall be at the sole discretion of the Director, an employee may opt to be cashed out for all vacation in excess of one hundred twenty (120) hours accrual. Such request must be made in writing to the Director at least thirty (30) days in advance of the proposed cash out payday, which must be a regular payday, and if approved, such cash out hours shall be paid at the next payday at the employee's regular straight time hourly rate of pay.

6.2 **Benefit Eligibility**

6.2.1 Effective January 1, 2026, based upon December 2025 hours the Employer shall remit, as outlined below, to either the Washington Counties Insurance Fund (WCIF) or the Washington Teamsters Welfare Trust, care of Northwest Administrators, on behalf of each employee who received compensation for eighty (80) or more hours in the previous calendar month, the sum required for the following plans:

Insurance Coverage	Monthly rates effective January 1, 2026
Medical – Plan Z	\$1530.40
Time Loss – Plan A	\$18.00
Life AD&D Plan “A” (\$30,000)	\$8.60
Dental – Plan A	\$120.50
9-Month Disability Waiver	\$11.40
Total to WWT	\$1688.90
WCIF – Vision Insurance	\$14.99
Total Benefits	\$1703.89

Effective **April 1, 2026**, the Employer agrees to remove WCIF vision insurance and add Vision Plan EXT through the Washington Teamsters Welfare Trust.

Insurance Coverage	Effective April 1, 2026
Medical – Plan Z	\$1530.40
Time Loss – Plan A	\$18.00
Life AD&D Plan “A” (\$30,000)	\$8.60
Dental – Plan A	\$120.50
Vision – EXT	\$17.10
9-Month Disability Waiver	\$11.40
Total	\$1706.00

6.2.2 Effective January 1, 2026, based on December 2025 hours the Employer shall pay **\$1,500** per month towards the benefits selected. The additional employer contributions for the 2026 payroll shall be included on any 2025 payroll that includes the new 2026 rates.

For the 2027 calendar year, the Employer agrees to increase their portion of premium contributions to **\$1,550** per month. The additional employer contributions for the 2027 payroll shall be included on any 2026 payroll that includes the new 2027 rates.

For the 2028 calendar year, the Employer agrees to increase their portion of premium contributions to **\$1,600** per month. The additional employer contributions for the 2028 payroll shall be included on any 2027 payroll that includes the new 2028 rates.

6.2.3 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. In the event premiums are increased, the Employer’s contribution shall at all times be equal to the amounts outlined in 6.2.1. Those premiums are allocated by agreement of the parties so that dental and vision insurance is fully paid through the Employer’s contribution.

6.2.4 Payments. The Employer will be responsible for paying to Northwest Administrators its monthly contributions and those withheld from employees’ wages on or before the tenth (10th) day of the month. Upon Union request, copies of all transmittals pertaining to benefits under this Section shall be posted on the Union bulletin board.

6.2.5 Delinquency. If the Employer is delinquent in payments, the Employer shall be liable for the payment of any claims incurred by employees or dependents during such delinquency.

6.2.6 Trust Agreement. The Washington Teamsters Welfare Trust Agreement shall be incorporated herein and deemed part of this Agreement as though fully set forth.

6.2.7 New Hires and Transferred Employees. Whenever an employee is transferred and/or promoted into a bargaining unit from another bargaining or from a non-represented position in which health care is not provided through the Washington Teamsters Welfare Trust, the Employer shall be required to make a double premium contribution for health care coverage to pay for the normal initial month.

- a) For the purposes of premium cost sharing, if any, the employee shall be responsible for their portion of the premium as set forth in this agreement if any exists, excluding the month in which double premium contribution is made. The Employer shall pay the entire premium of the second (2nd) contribution.
- b) Whenever a current Lewis County employee is transferred and/or promoted into a bargaining unit from another position in which health care is not provided through the Washington Teamsters Welfare Trust, the Employer shall be required (with its initial payment to the Washington Teamsters Welfare Trust only) to make a double premium contribution for health care coverage.

6.2.8 This agreement governs the employer's obligation to contribute to on behalf of bargaining unit employees to the Washington Teamsters Welfare Trust. When coverage under the Trust starts and ends is governed by the terms of the respective Plan documents which is not part of this agreement.

7. GRIEVANCE PROCEDURE

7.1 Processing Steps

7.1.1 Step One. The Union, on behalf of the aggrieved employee, shall submit the grievance in writing to the Department Head within fourteen (14) calendar days of the events giving rise to the grievance. The written statement shall include the facts giving rise to the grievance, the section(s) of the Agreement allegedly violated, and the remedy sought. The Department Head shall respond to the grievance in writing within fourteen (14) calendar days of its receipt.

7.1.2 Step Two. Should Step One fail to resolve the grievance, the Union shall, within fourteen (14) calendar days after receipt of the Department Head's response, submit the grievance in writing to the Board of County Commissioners or designee. The Board of County Commissioners or designee, shall respond in writing within fourteen (14) calendar days following receipt of the Union's grievance.

7.1.3 Step Three. Should Step Two fail to resolve the grievance, the Union shall, within fourteen (14) calendar days after the Union's receipt of the Board of County Commissioners or designee's decision, give written notice to the Employer of its intent to submit the grievance to arbitration.

8. LAYOFF/REDUCTION IN FORCE

In the event of a layoff, employees shall be laid off in accordance with the layoff procedure in the Master Labor Agreement, which may include bumping into Teamsters Combined groups. The layoff groups are as follows:

Group: 911 Communications - Radio Services

*Radio Services Supervisor	Supervisor
Radio Services Technician 2	126

*Radio Services Supervisor should have bumping rights into this group.

Group: Community Development - Planner Series

*Planning Supervisor	Supervisor
Planner 3	125
Planner 2	123
Planner 1	120
Assistant Planner	120

*Planning Supervisor should have bumping rights into this group.

Group: Facilities - Accounting

Accounting Analyst – Fair and Events	120
Accounting Specialist – Facilities	118

Group: Facilities - Admin Support

Fair and Events Coordinator - Facilities	119
Mailroom / Office Assistant - Facilities	115

Group: Facilities - Electrician

Electrician	125
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Group: Facilities - Maintenance/Custodial

Maintenance Technician Lead - 121	
Maintenance Technician 2 - 119	
Maintenance Technician 1 – 115	Custodial Lead - 116
Fair and Events Technician – 113	Custodian Sr. - 113
Custodian – 112	
All these positions can bump down to Custodian, however, none of these positions are able to bump into Custodial Lead or Custodian Senior, unless the employee previously held that job classification.	

Group: Information Technology Services - Developer

ITS 4 – Developer	126
ITS 3 – Developer	124
ITS 2 – Developer	121

Group: Information Technology Services – Network & Technicians

*ITS Network Supervisor	Supervisor
ITS 4 – Network	126
ITS 3 – Network	124
ITS 3 – Technician	124
ITS 2 – Technician	121
ITS 1 – Technician	119

*Network Supervisor should have bumping rights into this group.

**ITS Network positions can bump ITS Technician positions in the same or lower category, but ITS Technicians cannot bump into Network.

Group: Public Health & Social Services - Accounting

Accounting Analyst – PH&SS	120
Accounting Specialist – PH&SS	118

Group: Public Health & Social Services – Administrative Support

Administrative Assistant – PH&SS	117
Customer Service Representative – PH&SS	115

Group: Public Health & Social Services - Community Services

Public Health Nurse 2	125
Epidemiologist 2	123
Health Promotion Coordinator	121
Community Outreach Worker Sr.	119
Community Outreach Worker	115

Group: Public Health & Social Services – Environmental Health Code Enforcement (Commissioned)

EH Specialist 2 – Commissioned	123
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Group: Public Health & Social Services – Environmental Health (EH) Food Safety – Onsite/Septic – Drinking Water

EH Specialist Sr. Food Safety – 124	EH Specialist Sr. Onsite/Septic - 124	EH Specialist Sr. Drinking Water - 124
EH Specialist 2 Food Safety – 122	EH Specialist 2 Onsite/Septic - 122	EH Specialist 2 Drinking Water - 122
EH Specialist 1 Food Safety – 120	EH Specialist 1 Onsite/Septic – 120	EH Specialist 1 Drinking Water – 120
Customer Service Representative – Env. Health - 115		

Each EH Specialist classification can bump down within its classification to the CSR position.

Group: Public Health & Social Services – Social Services

*Social Services Supervisor - Supervisor	
Housing Program Coordinator - 121	Developmental Disabilities (DD) Contracts Coordinator - 120
Housing Community Outreach Worker Sr. - 119	DD Community Outreach Worker Sr. – 119
Only housing can bump housing. Only DD can bump DD.	

*Social Services Supervisor should have bumping rights into this group.

Group: Public Health & Social Services – Veterans Services

Veterans Benefits Specialist	117
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Group: Public Health & Social Services – WIC

Dietitian	122
Health Services Worker	114

Group: Public Works Accounting/Admin

*Finance Supervisor – Public Works	Supervisor
Accounting Specialist – Public Works	118
Customer Service Representative – Roads/Public Works	115

*Finance Supervisor should have bumping rights into this group.

Group: Public Works - Solid Waste Accounting

Accounting Specialist Senior -Solid Waste	120
Accounting Specialist – Solid Waste	118

Group: Public Works – Solid Waste

Litter Control Technician	116
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9. DURATION OF AGREEMENT

9.1 This Agreement shall be effective January 1, 2026, and shall remain in full force and effect until the 31st day of December 2028. The Agreement may be opened by either party giving notice, in writing, not later than ninety (90) days prior to the expiration date.

9.2 Either party to this Agreement may inaugurate collective bargaining over any changes desired to be introduced into an extension term of this agreement by giving notice of the substance and instrumental language of the changes by mail to the other party by October 1st of the last year to the agreement.

Signed this _____ day of _____, 2026.

TEAMSTERS UNION LOCAL NO. 252

BOARD OF COUNTY COMMISSIONERS

Brian Blaisdell, Secretary/Treasurer

Lindsey R. Pollock, DVM, Chair

Heather Slusher President/Business Agent

Scott J. Brummer, Vice-Chair

Sean D. Swope, Commissioner

Attest:

Rieva Lester, Clerk of the Board

WASHINGTON TEAMSTERS WELFARE TRUST

SUBSCRIPTION AGREEMENT

COLLECTIVE BARGAINING AGREEMENT PROVIDING FOR PARTICIPATION IN TRUST

The Employer and Labor Organization below are parties to a Collective Bargaining Agreement providing for participation in the above Trust. An enforceable Collective Bargaining Agreement must exist as a condition precedent to participation in the Trust.

Lewis County (Combined)

Employer Name
315 NW North St.
 Address
Chehalis WA 98532
 City State Zip Code

Teamsters Union Local No. 252

Labor Organization (Union) Name
217 E. Main St.
 Address
Centralia WA 98531
 City State Zip Code

COLLECTIVE BARGAINING AGREEMENT

The parties' Collective Bargaining Agreement is in effect from: 1/1/26 to: 12/31/28

☐ New Account ☒ Renewal — Account No. _____ Approximate No. of Covered Employees: 15

INFORMATION CONCERNING EMPLOYER'S BUSINESS

Employer EIN (Tax ID No.) _____

Employer is: ☒ Public Entity ☐ Corporation - State of _____ ☐ Partnership ☐ Sole Proprietorship ☐ LLC

If Partnership or Sole Proprietorship, provide name/s of the owner or partners: _____

BENEFIT PLAN(S) DESIGNATED IN COLLECTIVE BARGAINING AGREEMENT

The Collective Bargaining Agreement provides that contributions will be made to the Trust on behalf of all employees for whom the Employer is required to contribute under the Trust Operating Guidelines for the purpose of providing such employees and their dependents with the following benefit plan(s): (The undersigned parties acknowledge the receipt of a copy of the Trust Operating Guidelines which by this reference are made a part hereof.)

COVERAGE IN BARGAINING AGREEMENT (For renewals, list all coverages, not just changes)					Monthly Rate	
Medical Plan	☐ A	☐ B	☒ Z		\$1530.40	
Life/AD&D	☒ A - \$30,000 Employee/\$3,000 Dependent				\$ 8.60	
	☐ B - \$15,000 Employee/\$1,500 Dependent					
	☐ C - \$5,000 Employee/\$500 Dependent					
Weekly Time Loss	☐ E - \$500	☒ A - \$400	☐ B - \$300	☐ C - \$200	☐ D - \$100	\$18.00
Disability Waivers	☒ Additional 9 months Disability Waiver of Contributions - Medical only					\$11.40
Domestic Partners	☐ Domestic Partners – Medical					\$
Dental Plan	☒ A	☐ B	☐ C			\$120.50
Domestic Partners	☐ Domestic Partners – Dental					\$
Vision Plan	☐ EXT					\$
Domestic Partners	☐ Domestic Partners – Vision					\$

Will there be any coverage changes before the Collective Bargaining Agreement's expiration? ☒ Yes ☐ No.

If yes, attach a Subscription Agreement for each change.

EFFECTIVE DATE OF CONTRIBUTIONS - A Subscription Agreement must be submitted in advance of the effective date below.

Contributions above are effective (month, year) January, 2026 based on employment in the prior month.

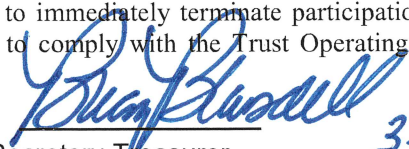
Important: Coverage is effective in the month following the month in which the contributions are due based on the Trust's eligibility lag month. For example, contributions effective April based on March employment will provide coverage in May.

EXPIRATION OF COLLECTIVE BARGAINING AGREEMENT

Upon expiration of the above-referenced Collective Bargaining Agreement, the Employer agrees to continue to contribute to the Trust in the same amount and manner as required in the Collective Bargaining Agreement until such time as the Employer and the Labor Organization either enter into a successor Collective Bargaining Agreement, which conforms to the Trust Operating Guidelines, or one party notifies the other in writing (with a copy to the Trust) of its intent to cancel such obligation five (5) days after receiving notice, whichever occurs first. The Trust reserves the right to immediately terminate participation in the Trust upon the failure to execute this or any future Subscription Agreement or to comply with the Trust Operating Guidelines as amended by the Trustees from time to time.

For Employer _____

Title/Assn _____ Date _____

For Union 

Title Secretary-Treasurer Date 3-9-26

ELIGIBILITY TO PARTICIPATE IN TRUST

Eligibility for benefits is determined in accordance with the requirements established in the Collective Bargaining Agreement provided such requirements are consistent with the Trust guidelines. To establish eligibility for benefits, Trust guidelines require that eligible employees must have the required number of hours in a month and have the contractually required contributions paid on their behalf. Eligibility will commence according to the Trust's lag month eligibility rule. Eligibility continues as long as the employee remains eligible, has the contractually required number of hours per month, and has the required contributions made. The Trust, however, will not recognize any contractual provision that conditions continued eligibility on having less than 40 or more than 80 hours in a month. Eligibility will end according to the Trust's policy for employees who do not have the required number of hours and contributions in a month and who do not qualify for an applicable extension of eligibility, if any.

Employees of a participating employer not performing work covered by the Collective Bargaining Agreement may participate in the Trust only pursuant to a written special agreement approved in writing by the Trustees. The Trustees reserve the right to recover any and all benefits provided to ineligible individuals from either the ineligible individual receiving the benefits or the employer responsible for misreporting them (if applicable).

REPORTING OBLIGATION AND CONSEQUENCES OF DELINQUENCY

Employer contributions are due no later than ten (10) days after the last day of each month for which contributions are due. The Employer acknowledges that in the event of any delinquency, the Trust Agreement provides for the payment of liquidated damages, interest, attorney fees, and costs incurred in collecting the delinquent amounts.

TRUSTEES' AUTHORITY TO DETERMINE TERMS OF PLANS

The parties recognize that the detail of the benefit plans provided by the Trust and the rules under which employees and their dependents shall be eligible for such benefits is determined solely by the Board of Trustees of the Trust in accordance with the terms of the governing Agreement and Declaration of Trust (Trust Agreement). The Trustees retain the sole discretion and authority to interpret the terms of the Trust's benefit plans, the plans' eligibility requirements, and other matters related to the administration and operation of the Trust and its benefits plans. The Trustees may modify benefits or eligibility of any plan for the purpose of cost containment, cost management, or changes in medical technology and treatment.

MECHANISM FOR HANDLING CONTRIBUTION INCREASES

The Trustees' authority shall include the right to adjust the contribution rates to support the benefit plans offered by the Trust and to maintain adequate reserves to cover any extended eligibility and the Trust's contingent liability.

The parties recognize that it is the intent of the Trust not to provide employee benefit plans for less than the full cost of any such plan. If the Collective Bargaining Agreement does not provide a mechanism for fully funding the designated benefit plans, the Board of Trustees may substitute a plan then available that is fully supported by the employer's contribution obligations. The disposition of any excess employer contributions will be subject to the collective bargaining process.

ACCEPTANCE OF TRUST AGREEMENT

The Employer and the Labor Organization accept and agree to be bound by the terms of the Trust Agreement governing the Trust, and any subsequent amendments to the Trust Agreement. The parties accept as their representatives for purposes of participating in the Trust the Trustees serving on the Board of Trustees and their duly appointed successors.

Provided, however, that in the event that either Section 2 or 3 of Article VIII of the Trust Agreement is amended to change or modify an Employer's liability as specified therein, such amendment will not be deemed applicable to an Employer until such time as the Employer enters into a successor Collective Bargaining Agreement after the expiration of the Employer's then current Collective Bargaining Agreement.

APPROVAL OF TRUSTEES

This Agreement has been approved by the Board of Trustees of the Washington Teamsters Welfare Trust.

Date _____

Administrative Agent
Washington Teamsters Welfare Trust

WASHINGTON TEAMSTERS WELFARE TRUST

SUBSCRIPTION AGREEMENT GUIDELINES

To participate in the Washington Teamsters Welfare Trust, the bargaining parties must complete a Subscription Agreement and file it with the Trust Administrative Office. Additionally, the bargaining parties are advised of the following general participation and benefit information. See Trust Operating Guidelines for more detailed information.

1. The Subscription Agreement language may not be modified or altered.
2. A Subscription Agreement must be submitted to the Trust Administrative Office for each new or renewed collective bargaining agreement, which provides for participation under the Trust.
3. For new accounts, an enforceable collective bargaining agreement, with contribution requirements and eligibility thresholds for benefits consistent with Trust guidelines, must be submitted prior to the activation of the account.
4. **Contributions for changes in plan benefits or new accounts are effective the first of the month following the date the Trust Office receives the documents in #2 and #3. Trust policy does not allow retroactive changes in contributions or benefits.**
5. A new Subscription Agreement is required for each change in benefits. If a collective bargaining agreement provides for benefit changes subsequent to those listed on the Subscription Agreement submitted to the Trust Office for the new or renewed agreement **and** the changes take effect prior to the termination of the collective bargaining agreement, the bargaining parties are responsible for formally notifying the Trust Administrative Office of the changes; this may be done by completing and submitting another Subscription Agreement, either with the initial agreement or anytime prior to the effective date of the contribution rate changes for the new benefits. Submission of a collective bargaining agreement by itself does not constitute formal notification of changes.

(Please Complete the Entire Subscription Agreement and Tear Off These Guidelines Before Mailing to the Trust Administrative Office)