

APPENDIX 103
Agreement between Lewis County
and
Teamsters Union Local No. 252
Supervisors

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1. INTRODUCTION

1.1. Preamble

1.1.1. This agreement is entered into by and between LEWIS COUNTY, WASHINGTON, a political subdivision of the State of Washington represented by the Board of County Commissioners, hereinafter referred to as the "Employer", and TEAMSTERS UNION LOCAL NO. 252, hereinafter referred to as the "Union".

1.2. Purpose

1.2.1. It is the purpose of this agreement to achieve and maintain harmonious relations between the Employer and the Union, to provide for equitable and peaceful adjustments of differences which may arise, and to establish standards of wages, hours, and working conditions.

2. RECOGNITION

2.1. Scope of Bargaining Unit

2.1.1. The Employer recognizes the Union as the exclusive bargaining representative for those purposes appropriate to the units stated in RCW 41.56 of all full-time mid-level supervisory employees of Lewis County in the present departments of Community Development, Public Works, 911 Communications, Information Technology Services, and Public Health and Social Services, excluding upper level supervisors, non-supervisory employees, confidential employees, elected officials, officials appointed for a fixed term of office, and all other employees of the Employer.

3. EMPLOYMENT POLICIES

3.1. CDL Medical Examination

3.1.1 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.

3.2. Boot Allowance

3.2.1 A three-hundred-dollar (\$300) boot stipend will be provided annually to eligible bargaining unit employees (where it is a requirement of their position). Eligible bargaining unit employees are defined as those who have completed their probationary period and whose job duties require them to work in the field more than fifty percent (50%) of the time, as determined by the employee's time sheet. The stipend is to be used to purchase boots which must be worn on the job. Foot protection shall meet the OSHA or ANSI standards for crush/penetration protection and comply with WAC 296-155-212 and WAC 296-80016060 and other Employer policies. The Employer may provide the stipend to a probationary employee prior to the completion of their probationary

period, under the condition that if the employee does not complete their probationary period, they must reimburse the employer for the stipend which may be taken as a payroll deduction from their final paycheck.

3.2.2 An employee whose job duties require them to work in the field, but less than fifty percent (50%) of the time, as determined by the employee's time sheet, shall be allotted the same three hundred-dollar (\$300) boot stipend on an as needed basis, as determined by their supervisor, no less than once every three (3) years.

3.2.3 Receipts will not be required; however, the Employer may issue policy guidance on what types of foot protection are acceptable and not allow the employee to work if their foot protection is deemed unsafe by the Employer for their job duties.

3.2.4 The Employer shall furnish rain gear. The rain gear shall be replaced only on an as- needed basis as determined by department directors or designee. Such gear shall be the property of the Employer.

4. COMPENSABLE HOURS

4.1. Inclement Weather

4.1.1. If the County closes the courthouse due to inclement weather after a Supervisor has already reported to their duty station and begun their in-person shift, the Supervisor shall receive hour-for-hour compensatory time for all hours worked from the start of their shift until the official time of closure, in addition to their applicable rate of pay.

4.1.2. All Supervisors required to work during inclement weather closures shall receive hour-for-hour compensatory time for all hours worked, in addition to their applicable rate of pay.

5. EMPLOYEE BENEFITS

5.1. Vacation

5.1.1. The Employer may elect to call in an employee while the employee is on vacation leave. If an employee is called back into service while on a day of vacation leave status, such employee shall:

- a) not be debited vacation for all hours worked during that day;
- b) be afforded priority in the rescheduling of any vacation which was deferred as a result of such non-debit; and
- c) be paid double the employee's usual rate of pay for all hours worked during such day, inclusive of any overtime premium payment.

5.1.2 If the employee is on a scheduled day off which is contiguous to the employee's scheduled vacation leave, and is called into service by the Employer on an emergency basis, the employee shall receive two and one-half (2 1/2) times the employee's normal rate of pay for all hours worked that day, inclusive of any overtime premium payment.

5.2. Health and Welfare Insurance

5.2.1. Effective January 1, 2026, based upon December 2025 hours the Employer shall remit, as outlined in 5.2.2 below, to 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	Premiums as of 01/01/2026
Medical – Plan B	\$1618.00
Life and A.D. & D "A" (\$30,000)	\$8.60
Time Loss "C"	\$6.00
9 Month Disability Waiver	\$11.40
Dental – Plan A	\$120.50
Vision – Extended	\$17.10
TOTAL PREMIUMS	\$1781.60

Beginning May 1, 2026, based on April 2026 hours, the Employer agrees to add Time Loss "A" to the employee's benefits package, which shall be effective June 1.

Insurance Coverage	Premium Effective 06-01-2026
Medical – Plan B	\$1,618.00
Life AD&D Plan "A" (\$30,000)	\$8.60
Time Loss Plan A	\$18.00
9-Month Disability Waiver	\$11.40
Dental – Plan A	\$120.50
Vision – Extended	\$17.10
Total Premiums	\$1,793.60

5.2.2. Effective January 1, 2026, based on December 2025 hours the Employer shall pay one thousand five hundred dollars (**\$1,500**) per month to 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, for insurance premiums set forth above. 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 one thousand five hundred and fifty dollars (**\$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 one thousand six hundred dollars (**\$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.

5.2.3. 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 5.2.2. Those premiums are allocated by agreement of the parties so that dental and vision insurance is fully paid through the Employer's contribution.

5.2.4. 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.

5.2.5. 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.

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

5.2.7. 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.

5.2.8. This agreement governs the employer's obligation to contribute 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.

5.3 VEBA

5.3.1. Employees may enroll in any VEBA Trust Program offered through the County provided that an employee or group of employees meet the specific requirements of the individual VEBA Trust plan selected.

5.4 Retirees Health & Welfare

5.4.1. Effective January 1, 2026, based on December 2025 hours, and each month thereafter during the period this Collective Bargaining Agreement is in effect, the Employer agrees to remit the full premium amount for each represented employee, who received compensation for eighty (80) hours or more in the previous month for coverage to the Washington Teamster Retirees Welfare Trust, c/o Northwest Administrators, Inc.

5.4.2. The full amount one hundred percent (100%) of the premium payment and increases shall be deducted from the eligible employee via payroll deduction.

Premium Effective Dates	Retirees Medical – RWT Plus
2026 Rate	\$94.85
2027 Rate	TBD
2028 Rate	TBD

6. GRIEVANCE PROCEDURE

6.1. Processing Steps

6.1.1. Step One: The Union, on behalf of the aggrieved employee, shall submit the grievance in writing to the appropriate department head within fourteen (14) calendar days of the action 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 in writing within fourteen (14) calendar days of its receipt.

6.1.2. Step Two: Should Step One fail to resolve the dispute, 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 (BOCC) or designee. The BOCC or designee shall respond in writing within fourteen (14) calendar days following receipt of the Union's grievance.

6.1.3. 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 BOCC or designee decision, give written notice to the Employer of its intent to submit the grievance to arbitration.

7. EMPLOYEE COMPENSATION

7.1. Range Assignments

7.1.1. The below listed classifications and range placements shall be effective for the duration of this agreement.

Classifications	Range
Radio Services Supervisor	128
Planning Supervisor	126
ITS 5 Network Supervisor	130
Environmental Planner	126
Social Services Supervisor	123
Finance Supervisor – Public Works	123
Senior Engineer - PE	131
Associate Engineer - EIT	128
Central Shop Supervisor	124
GIS Supervisor	126
Transfer Station Supervisor	123
Road Maintenance Supervisor	124
Traffic Control Supervisor	124
Road Maintenance Assistant Supervisor	122

7.1.2 The Employer shall conduct a compensation study with comparable counties for the job classifications covered by this agreement in 2026, with the objective of considering bringing any classification below the fiftieth (50th) percentile up to the fiftieth (50th) percentile. Comparable counties include counties whose population and assessed value are +/- fifty percent (50%) of Lewis, and are, at this time, as follows: Chelan, Clallam, Cowlitz, Franklin, Grant, Grays Harbor, Island, and Mason counties.

7.2. Wage Adjustments

7.2.1. To preserve placement of Supervisors positions above the employees they supervise and fix the compression caused by Road Maintenance Tech 4's 2026 increase. The County agrees to a one (1) Grade increase for the Road Maintenance Layoff Group.

Group: Public Works Road Maintenance	
Road Maintenance Supervisor	124
Traffic Control Supervisor	124
Road Maintenance Assistant Supervisor	122

8. LAYOFF

8.1. Layoff Groups

8.1.1. 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		Range
Group: Public Health & Social Services Environmental Planning		
Environmental Planner		126
Group: 911 Communications – Radio Services		
Radio Services Supervisor*		128
*may bump into Combined		
Group: Community Development - Planning		
Planning Supervisor		126
*may bump into Combined		
Group: Information Technology Services		
ITS 5 Network Supervisor*		130
*may bump into Combined		
Group: Public Health & Social Services – Social Services		
Social Services Supervisor*		123
*may bump into Combined		
Group: Public Works - Accounting		
Finance Supervisor – Public Works*		124
* may bump into Combined		
Group: Public Works - Engineering		
Senior Engineer – PE		131
Associate Engineer - EIT		128
Group: Public Works – Fleet Services		
Central Shop Supervisor		124
Group: Public Works - GIS		
GIS Supervisor		126
Group: Public Works - Solid Waste		
Transfer Station Supervisor		123
Group: Public Works - Road Maintenance		
Road Maintenance Supervisor (124)	Traffic Control Supervisor (124)	124
Road Maintenance Assistant Supervisor		122

8.1.2. An employee laid off shall be recalled in reverse order of their lay-off, i.e., last laid off, first to be recalled. The recall preference shall extend for twenty-four (24) months following the layoff.

8.1.3. Where employees have the same seniority date, ties shall be broken by the use of the employee's original hire date with the county. If a conflict still exists, then the matter shall be resolved by a coin flip.

8.1.4. Layoff notices shall be in writing and shall be provided to an affected employee at least thirty (30) calendar days in advance of the layoff date.

9. SEVERABILITY

9.1. Severability

9.1.1. Any portion of this Agreement which is held by a competent tribunal to be invalid or otherwise unenforceable, or any portion which is rendered so by operation of law, shall be ineffective to the extent of such invalidity or unenforceability without invalidating the remaining provisions of this Agreement. To the extent permitted by applicable law, the parties to this Agreement waive any provision of law which prohibits, renders void, or makes any provision of this Agreement unenforceable. If the invalidity of any portion of this Agreement shall deprive any party of the economic benefit intended to be conferred by this Agreement, the parties shall negotiate, in good faith, to develop a structure the economic effect of which is as close as possible to the economic effect of this Agreement without regard to such invalidity.

10. DURATION OF AGREEMENT

10.1. Duration of Agreement

10.1.1. This Agreement shall become effective January 1, 2026, and shall remain in full force and effect to and through 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.

Signed this 6th day of May, 2026.

TEAMSTERS UNION LOCAL NO. 252



Brian Blaisdell, Teamsters Secretary-Treasurer



Heather Slusher, President/Business Agent

BOARD OF COUNTY COMMISSIONERS
Lewis County, Washington

Lindsey R. Pollock, DVM, Chair

Scott Brummer, Vice-Chair

Attest:

Rieva Lester, Clerk of the Board

Sean D. Swope, Commissioner