

**BEFORE THE BOARD OF COUNTY COMMISSIONERS
LEWIS COUNTY, WASHINGTON**

IN THE MATTER OF:

AMEND THE 2026-2027 COLLECTIVE
BARGAINING AGREEMENT BETWEEN LEWIS
COUNTY AND AFSCME COUNCIL 2, LOCAL 1341,
EFFECTIVE JANUARY 1, 2026

RESOLUTION NO. 26-034

WHEREAS, AFSCME Council 2, Local 1341 ("Union") and Lewis County ("Employer") (collectively the "Parties") negotiated in good faith a collective bargaining agreement ("CBA") covering the period of January 1, 2026, to December 31, 2027; and

WHEREAS, the Parties desire to amend the CBA as they intended that the pay grade for the Road Maintenance Technician 3 (RMT3) job classification would increase by one range and that one (1) year experience as a RMT2 would be required for RMT 3, effective January 1, 2026; and

WHEREAS, to correct the errors in the CBA, Appendix A (page 34 of the CBA) would require changes as set forth in the Amendment to the 2026-2027 AFSCME Collective Bargaining Agreement attached as Attachment "A"; and

WHEREAS, it appears to be in the best public interest to amend the CBA for Lewis County.

NOW THEREFORE BE IT RESOLVED that the BOCC (1) approves the attached Amendment; (2) agrees to amend Appendix A (page 34) of the CBA to increase the RMT 3 job classification by one range and correctly state the required experience of an RMT 3 as one year as an RMT2 as set forth in the attached Attachment "A"; and (3) and directs the HR Director to execute the Amendment on behalf of Lewis County.

DONE IN OPEN SESSION this 27th day of January, 2026.

APPROVED AS TO FORM:
Jonathan Meyer, Prosecuting Attorney

BOARD OF COUNTY COMMISSIONERS
LEWIS COUNTY, WASHINGTON

David Bailey
By: David Bailey,
Chief Civil Deputy Prosecuting Attorney

Lindsey R. Pollock, DVM
Lindsey R. Pollock, DVM, Chair

ATTEST:



Scott J. Brummer
Scott J. Brummer, Vice Chair

Rieva Lester, CMC
Rieva Lester, CMC,
Clerk of the Lewis County Board of
County Commissioners

Sean D. Swope
Sean D. Swope, Commissioner

**AMENDMENT TO THE 2026-2027 AFSCME
COLLECTIVE BARGAINING AGREEMENT**

This AMENDMENT TO THE **COLLECTIVE BARGAINING AGREEMENT** (“CBA”), by and between LEWIS COUNTY, (“**Employer**”), and AFSCME COUNCIL 2, LOCAL 1341 (“**Union**”), entered into by said parties on December 16, 2025, is effective retroactively as of January 1, 2026.

RECITALS

WHEREAS:

A. The Employer and Union collectively bargained in 2025 and entered into the CBA. The parties intended that the pay grade for the Roads Maintenance Technician 3 (RMT3) job classification would increase by one range and that one (1) year experience as a RMT2 would be required for RMT3, effective January 1, 2026.

B. The pay grade for RMT3 in 2025 was Grade 118 and the experience requirement as a RMT2 was two (2) years.

C. The pay grade for RMT3 in Appendix A of the CBA should reflect Grade 119, effective January 1, 2026, but was mistakenly stated as Grade 118; and the two (2) years’ experience requirement as a RMT2 should state one (1) year.

NOW THEREFORE, in consideration of the above stated Recitals and mutual agreements set forth herein, Employer and Union agree to and hereby do amend the CBA as follows:

1. Appendix A (page 34) will reflect that the pay grade for an RMT3 is Grade 119 and the years of experience for RMT3 as an RMT2 be one (1) year. In witness whereof, the undersigned have executed this Amendment on January 27, 2026.

FOR THE UNION:




Mike Boyer, Staff Representative

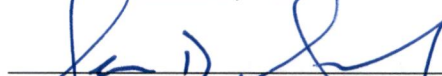
FOR THE EMPLOYER:



Lindsey R. Pollock, DVM, Chair



Scott J. Brummer, Vice-Chair



Sean D. Swope, Commissioner

ATTEST:



Rieva Lester, Clerk of the Board

Jan. 27, 2026

Date



APPENDIX A – PUBLIC WORKS

1.0 ROAD MAINTENANCE TECHNICIAN (RMT) JOB SERIES AND QUALIFICATIONS

1.1 The qualifications and certifications for holding a particular RMT classification shall be as contained with the adopted job descriptions. Effective January 1, 2026, the pay grades for these job classifications shall be as follows:

<p>RMT 1 Grade 114</p>	<p>High School Diploma or GED equivalent, AND one (1) year of construction, road maintenance, and/or manual labor experience. Must be able to acquire a Class A-CDL, Washington State Traffic Control Flagger card, and complete First Aid/CPR training programs within 90 days of hire. <u>Must obtain a CDL with the probationary period.</u> Must obtain Certified Operator status for specified equipment listed in 4.2 of this appendix within twelve months of hire.</p>
<p>RMT 2 Grade 116</p>	<p>High School Diploma or GED equivalent AND two (2) years' experience as a Road Maintenance Technician I. Must possess a valid Class A, CDL, and Washington Traffic Control Flagger card; must complete First Aid/CPR training programs, and obtain Certified Operator status for specified equipment listed in 4.2 of this appendix.</p>
<p>RMT 3 Grade 118 Grade 119</p>	<p>High School Diploma or GED equivalent AND two (2) one (1) years' experience as a Road Maintenance Technician 2. Must possess a valid Commercial Driver's License, and Washington Traffic Control Flagger card; must complete First Aid/CPR training programs and obtain Certified Operator status for specified equipment listed in 4.3 of this appendix; additional technical training and certifications may be required.</p>
<p>RMT 4 Grade 120</p>	<p>High School Diploma or GED equivalent AND five (5) years' experience as a Road Maintenance Technician 2 or equivalent experience (<u>a minimum of which 2 years must be with Lewis County</u>). This includes extensive operation experience of no less than three (3) qualified pieces of equipment. Must possess a valid Class "A" Commercial Driver's License with tanker endorsement, and a valid Washington Traffic Control Flagger card and First Aid/CPR certification. Must be a Certified Operator status for a minimum of three heavy equipment <u>pieces of equipment</u> as listed in this appendix. Must have completed Erosion Control BMP training within the last three years and must be familiar with the requirements of the ESA Regional Road Maintenance Program. If not already completed, the following training must be completed within one year: Traffic Control Supervisor training and maintain current certification as a TCS <u>if available</u>; Washington State Underground Utilities Damage Prevention Act (Dig Law). Additional technical training and certifications may be required to retain certification.</p>



Lewis County Department of Public Works

Timothy R. Elsea, PE, Director / County Engineer

Tim D. Fife, PE, Assistant County Engineer

MEMORANDUM

Date: July 1, 2016
To: AFSCME 1341
From: Tim Elsea, Director/County Engineer
Subject: Non-Precedent Setting MOA for RMT IV Position

This is a non-precedent setting Memorandum of Agreement by and between AFSCME 1341 and Lewis County Public Works concerning the RMT IV position.

It is mutually agreed by both parties that Lewis County Public Works management has written a new job description for the Road Maintenance Division of the Public Works Department. The new position has been graded by the independent consultant hired by the County and the position has been graded at a level 19 which is two grades higher than an RMT III position. This is an interim agreement with the Union for the transition period between the inception of the RMT IV position and its implementation.

It is mutually agreed that the details of the proposal will include provisions that:

- Remove the requirement for an RMT I to wait for a vacancy to be promoted to an RMT II. An RMT I will be promoted to an RMT II with 24 months credited service and certification on all relevant pieces of RMT II equipment
- Remove the requirement for an RMT II to wait for a vacancy to be promoted to an RMT III, i.e. as soon as an employee meets the minimum requirements (which will include a minimum of 1 years' experience as an RMT II, (s)he will be promoted to an RMT III and subsequently to an RMT IV after meeting minimum qualifications for that position
- Add the position of RMT IV to the organization chart and to the career progression of each RMT without limitation to the number of employees that can qualify as an RMT IV (no new FTEs are being added)

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Erik Martin, PE, Manager

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O 360.740.1123
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Centralia, WA 98531
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F 360.330.7805
Steve Skinnér, Manager

- Allow any RMT III who is currently assigned to a piece of equipment to retain that assignment unless (s)he chooses to accept another position or if the employee is removed for cause
- Remove the language assigning RMT III pieces of equipment from the Collective Bargaining Agreement
- Remove any past practice as to assignment of equipment
- Each employee will be given the opportunity to opt in or out of this program.
- If an employee who is assigned to a piece of equipment opts in, their piece of equipment will no longer be assigned.
- If an employee who is assigned to a piece of equipment chooses to opt out of this program, they will retain their assigned piece of equipment and be grandfathered into the old contract language for as long as they choose
- If an employee who originally opts out of the program, later chooses to opt in to the program that will be allowed. However, they will not be allowed to bump anyone from an already established training position due to seniority.
- Employee's seniority status will be unaffected whether they opt in or out of this program
- Minimum qualifications for RMT IV include 5 years' experience a minimum of which 2 years must be with Lewis County, and certification on a minimum of three qualifying pieces of equipment
- All promotions within the RMT career path will be in progression, i.e. an employee will not skip from RMT II to RMT IV
- Any employee who has been assigned to a qualifying piece of equipment in good standing for one year or more will be grandfathered into the certification on that piece of equipment
- If an operator loses the ability to operate a minimum of three qualifying pieces of equipment; either due to medical reasons or other, the operator will be removed from their position as an RMT IV and placed in the position in which they have the minimum qualifications. If the qualification is lost due to disciplinary action, the determination of the disciplinary proceedings will govern.
- Generally, positions posted to the public will be posted as an RMT I or RMT II depending on operational needs. Exceptions will include hiring an open Tree Faller position or the need to hire for a specific Qualified RMT III piece of equipment due to a specific shop need.
- Internal postings due to shop openings will be posted and filled based on the operational needs of that shop. The most senior qualified RMT will be awarded the position.

It is Management's intention that training to become qualified as an RMT IV should be based on seniority as much as is feasible within each Area Shop as the training meets the needs of the Area shop or the county. However, if at any time the Lead Maintenance Supervisor, or his designee or successor determines that insufficient progress toward certification is being made, the Lead Maintenance Supervisor may make the determination to discontinue training a particular employee. This

determination should be based on either a joint decision of the employee and the Lead Maintenance Supervisor or two successive quantitative tests where the employee is unable to show sufficient progress toward certification.

It is agreed that no employee shall claim seniority for training on more than one piece of equipment at a time, provided however that employees may request proficiency testing on more than one piece of equipment at a time to verify certification for the purposes of promotion to RMT III or IV.

The Area Supervisor and the Road Maintenance Lead Supervisor will determine the training needs and individuals will be trained on Qualified or non-Qualified pieces of equipment as the need arises to ensure the Area and the department is able to meet its operational mission and goals. Management and the employees will work together to ensure that all pieces of equipment have qualified/certified operators and back-up operators regardless of whether the piece of equipment is a Qualified piece of equipment. It is understood and agreed that no employee will turn down any training opportunity on non-Qualified pieces of equipment in-lieu of wanting to train on a Qualified piece of equipment. If no bargaining unit member accepts the offer to train on any particular piece of equipment, the Road Maintenance Lead Supervisor will designate the least senior RMT II (or higher classification) that is not currently in a training program to train on the piece of equipment. If all employees are in a training program and there are no volunteers to train on a piece of equipment, the Lead Maintenance Supervisor will designate employees to be trained on the equipment.

Any employee that meets the minimum experience required and becomes certified in any RMT III piece of equipment shall be entitled to be promoted to an RMT III position. A written test (or oral if approved) and a proficiency test may be required.

If any employee is currently assigned to an RMT III piece of equipment, that employee shall be entitled to retain the assignment until such time as the employee chooses to accept another position with the county (whether moving to an RMT IV or other position). Once an assignment to an RMT III piece of equipment has been vacated, the piece of equipment shall remain unassigned from that point forward. If an employee who is assigned a piece of equipment claims seniority in order to train on a qualified piece of equipment, it is understood that the operator will vacate the assigned piece of equipment when (s)he opts in to the program.

Management and AFSCME 1341 agree that for a minimum period of one (1) year from the effective date of this agreement (to be extended if mutually agreed upon) that quarterly management/union meetings will occur to review any complaints that arise from the implementation of this agreement. The committee shall consist of one union member from each Area shop, the Road Maintenance Lead Supervisor, the Maintenance and Traffic Engineer (or his/her designee or successor) and the County Engineer, along with any effected shop supervisor. The committee will make recommendations concerning procedures or contract language to address emerging


issues to ensure the success of this program. Both parties agree that to the extent feasible, all complaints or concerns that deal with the implementation of this agreement will be heard by the committee and either the employee and/or management will be given the opportunity to correct the emergent issue prior to initiating a grievance procedure or disciplinary action. Either party may request additional meetings outside of the quarterly schedule by making a written request to the other party. Both parties agree to facilitate those additional meetings to the extent feasible. Both parties agree to provide details of issues to be discussed (with enough information for the other party to fully investigate the issue) a minimum of 2 weeks prior to the meeting.

It is agreed by both Management and AFSCME 1341 that the proposal to add this additional career path for the Road Maintenance Technicians is one that will take understanding and cooperation from all involved which may mean adjusting contract language in the future to accommodate unforeseen eventualities. Both parties agree to work together to adjust contract language or the language in this MOA to facilitate this transition for the benefit of the AFSCME 1341 members and management.

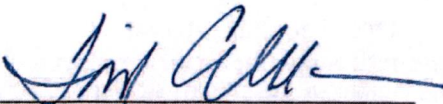
It is further agreed that this proposal will go into effect beginning July 1, 2016.



Larry Clark,



Marc Hamilton AFSCME President



Tim Elsea, PE, County Engineer

BOCC AGENDA ITEM SUMMARY

Resolution:

BOCC Meeting Date: Jan. 27, 2026

Suggested Wording for Agenda Item:

Agenda Type: Deliberation

Amend the current 2026-2027 collective bargaining agreement between Lewis County and AFSCME Council 2, Local 1341 effective January 1, 2026

Contact: Rachel Lester

Phone: 360-740-1209

Department: HR - Human Resources

Description:

Amend the current 2026-2027 CBA between Lewis County and AFSCME Council 2, Local 1341

Approvals:

Publication Requirements:

Publications:

User	Status
PA's Office	Pending

Additional Copies:

Michelle Sauter, Michelle Sabin, Grace Jimenez,
Vanessa Ruelas, Becky Butler, Angie Hodge,
Graham Gowing

Cover Letter To: