

MEMORANDUM OF UNDERSTANDING (MOU)
Between
Lewis County
And
Teamsters Local Union No. 252

Subject: On Call Expectations and Pay for Radio Services Technician and Supervisor

Purpose

The purpose of this MOU is to continue the existing practice as documented in the MOUs signed on December 7, 2022, which established expectations and provided on-call pay for the Radio Services Supervisor (Supervisors bargaining unit) and Radio Services Technician (Combined bargaining unit).

Background

The parties recognize that the Union and Employer engaged in good faith bargaining for successor Collective Bargaining Agreements for Teamsters Combined and Teamsters Supervisors bargaining units. This resulted in a Master Labor Agreement, along with appendices for each bargaining unit, effective January 1, 2026 through December 31, 2028. The parties agreed to continue the existing practices by formalizing them in this updated MOU, which shall be attached to the Master Labor Agreement.

This MOU applies to the incumbents in the job classifications of Radio Services Technician 2 and Radio Services Supervisor (collectively, "Radio Services Personnel"). These positions are uniquely critical to public safety.

Agreement

The parties agree to the following:

1. The 911 Executive Director, or designee, may assign Radio Services Personnel to be on-call.
2. When on-call, Radio Services Personnel must be available, as needed, to report for duty and perform job responsibilities within two (2) hours' notice, at any time of day, any day of week.
3. While on-call, Radio Services Personnel shall receive a stipend of \$3.75 per hour for all hours served in on-call status.
4. The on-call status shall be shared between Radio Services Personnel.
5. On-call hours are defined as all hours in a 24-hour day, seven (7) days per week, excluding normal workday hours and any hours worked in an overtime status outside of regular duty hours.
6. All hours of actual work time, where Radio Services Personnel are actively engaged in the performance of job duties, shall be compensated per the applicable collective bargaining agreement or appendix.
7. Radio Services Personnel are responsible for accurately reporting on-call hours on their timesheet in a timely manner to ensure proper payment.

SIGNED ORIGINAL

Duration and Review

The practices outlined in this MOU have been in effect since November 1, 2022.

This MOU may be reviewed annually upon request by either party. In the event that changes in operations warrant review of these terms (e.g. upgrades to radio equipment or infrastructure, increased staffing levels or other operational changes), and it is determined that on-call status is limited or no longer necessary, the Employer shall provide thirty (30) days' notice to terminate this MOU.

Signed this 24th day of March, 2026.

TEAMSTERS UNION LOCAL NO. 252



Brian Blaisdell, Secretary/Treasurer



Heather Slusher President/Business Agent

LEWIS COUNTY, WASHINGTON



Lindsey R. Pollock, DVM, Chair



Jeff Hursh, 911 Executive Director