

MEMORANDUM OF UNDERSTANDING

Between Lewis County and Teamsters Union Local No. 252

Regarding Benefits: Time Loss Plan C changing to Plan A on April 1, 2026

This Memorandum of Understanding (MOU) is entered into this 16th day of April, 2026 between **Lewis County** ("County"), and **Teamsters Union Local No. 252** ("Union") to identify the correct benefits in Appendix 102 (PAO Clerical) of the 2026-2028 Non-Commissioned Master Labor Agreement for January 1, 2026, to March 31, 2026.

Agreements

During successor contract negotiations, the County agreed to maintain the 2025 Washington Teamsters Welfare Trust benefit plans for the PAO Clerical Group through March 31, 2026, which are as follows:

- Medical – Plan B
- Time Loss – Plan C
- Dental – Plan A
- Vision – Plan EXT

The collective bargaining agreement incorrectly listed Time Loss Plan A as a benefit effective January 1, 2026; however, Time Loss Plan C is what was carried forward from the 2025 agreement. Time Loss Plan A does not begin as a benefit until April 1, 2026.

Effective April 1, 2026, the Employer agrees to add Time Loss Plan A, Life AD&D Plan A, and 9-month disability waiver to the employee benefits package, which is accurately reflected in the collective bargaining agreement.

Insurance Coverage	Effective 04-01-2026
Medical Plan B	\$1618.00
Time Loss Plan A	\$18.00
Life AD&D Plan A	\$8.60
9-month disability waiver	\$11.40
Dental Plan A	\$120.50
Vision - Extended	\$17.10
Total Premiums	\$1,793.60

- This MOU reflects the full understanding between the Union and the County regarding the specific matters outlined above.
- The parties agree to engage in good faith negotiations should additional changes be required or proposed in the future.
- This MOU may be amended or modified only by written agreement of both parties.

Signatures:

This MOU reflects the mutual understanding of the parties and is executed by the duly authorized representatives of the parties.

TEAMSTERS UNION LOCAL NO. 252


LEWIS COUNTY



Brian Blaisdell, Secretary/Treasurer



Angie Hodge, Human Resources



Leah Randall, Business Agent