

**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**TEAMSTERS UNION LOCAL NO. 252**  
**Affiliated with the International Brotherhood of Teamsters**  
**And**  
**Lewis County**

**Labor Agreement effective January 1, 2026, through December 31, 2028**

---

**RE: Appendix 103 Supervisors – Article 5 Employee Benefits**

This Memorandum of Understanding describes the mutual agreement between the Union and the County; the parties acknowledge that previously agreed-upon contract language was inadvertently omitted during the editing and finalization of the collective bargaining agreement. This Memorandum of Understanding (MOU) is intended to restore and memorialize that language. The restored language is not considered new language and shall not be subject to reopening or renegotiation by either party.

The parties agree that the language contained in this MOU shall be incorporated into Article 5 Employee Benefits, Article 5.1 Vacation; Section 5.1.3 and 5.1.4; of Appendix 103 Supervisors, collective bargaining agreement as follows:


**Article 5.1.3** Vacation leave may be accrued to a maximum of three hundred twenty (320) hours. Any employee vacation accruals in excess of 320 hours shall be cashed out at the employee's straight time rate of pay unless accrual of excess vacation is approved as set forth in this MOU. 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.

**Article 5.1.4** 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 may be permitted to accrue excess vacation upon request. 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.

Executed this 18<sup>th</sup> day of May 2026.

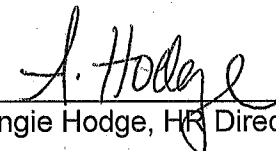
**TEAMSTERS UNION LOCAL NO. 252**

BY

  
\_\_\_\_\_  
Brian Blaisdell, Secretary – Treasurer


**Lewis County, Washington**

BY

  
\_\_\_\_\_  
Angie Hodge, HR Director

**TEAMSTERS UNION LOCAL NO. 252**

BY

  
\_\_\_\_\_  
Leah Randall, Business Agent