

MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
TEAMSTERS UNION LOCAL NO.252
Affiliated with the International Brotherhood of Teamsters
AND
Lewis County Combined Appendix

Commercial Driver's License (CDL) Voluntary Assignment

Purpose

This Memorandum of Understanding ("MOU") is entered into by and between Teamsters Union Local No. 252 the (Union) and Lewis County the (County) for the purpose of establishing a temporary agreement regarding employees who voluntarily obtain and maintain a Commercial Driver's License (CDL) and perform duties requiring such licensure.

Agreement

1. Voluntary Participation

Effective upon execution of this MOU, the County may utilize bargaining unit employees who voluntarily possess and maintain a valid Commercial Driver's License (CDL) to perform work requiring a CDL. Participation under this MOU shall be strictly voluntary and shall not constitute a condition of employment for any bargaining unit position during the term of this agreement.

2. Compliance with Applicable Laws

Employees who voluntarily perform work requiring a CDL shall comply with all applicable federal and Washington State laws, rules, and regulations governing commercial motor vehicle operators, including but not limited to:

- Medical certification and physical examinations;
- Random drug and alcohol testing;
- Post-accident, reasonable suspicion, and return-to-duty testing as required by law;
- Hours-of-service requirements and mandatory rest periods between shifts;
- Any other licensing, certification, or regulatory requirements applicable to CDL holders.

The County shall administer these requirements in accordance with applicable law and policy.

3. CDL Premium Pay

Employees who voluntarily maintain a valid CDL and are available to perform CDL-required work shall receive a premium of \$1.00 per hour for all hours worked during the months of August and September 2026.

The CDL premium shall be included in the calculation of overtime, premium pay, or any other contractual differential pay unless otherwise required by law or the Collective Bargaining Agreement.

4. Non-Precedent

This MOU is entered into solely to address the current operational needs of the County and shall not establish a past practice or precedent for interpreting the Collective Bargaining Agreement, unless expressly incorporated into a future negotiated agreement.

5. Term

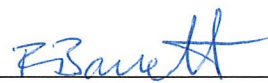
This MOU shall be in effect from August 1st, 2026 through September 30th, 2026.

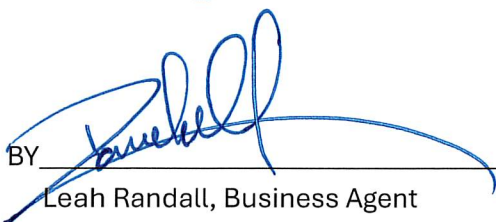
Executed this 1 day of October, 2026.

TEAMSTERS UNION LOCAL NO. 252

LEWIS COUNTY, WASHINGTON

BY 
Brian Blaisdell, Secretary Treasurer

BY 
Ryan Barrett, County Manager

BY 
Leah Randall, Business Agent