MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN

TEAMSTERS UNION LOCAL NO.252

Affiliated with the International Brotherhood of Teamsters

AND

Road Maintenance and Traffic Control supervisors

RE: Interim Appointments – Road Maintenance Manager and Traffic Control Supervisor

1. Purpose

The purpose of this MOU is to establish the terms and conditions under which two Lewis County employees may accept interim appointments to positions with increased responsibilities while maintaining continuity of their existing benefits and, where applicable, union representation during the interim appointment period.

The Parties recognize that the interim appointments will provide the employees with an opportunity to perform the duties and responsibilities of the positions on a temporary basis, at the applicable rate of pay for the interim assignment, while preserving their existing employment benefits and union representation as outlined below.

2. Effective Dates

This MOU shall become effective **October 1, 2026**, and shall remain in effect through **April 1, 2027**, unless terminated, extended, or modified by mutual written agreement of the Parties.

3. Matt Mohney – Interim Road Maintenance Manager

Effective **October 1, 2026**, **Matt Mohney**, currently employed as the **Traffic Control Supervisor** and represented by the Teamsters Supervisors group, may accept an appointment to serve as **Interim Road Maintenance Manager**.

The Road Maintenance Manager position is a **non-represented position**.

If accepted, during the period of his interim appointment:

a. Mr. Mohney shall perform the duties and responsibilities of the Interim Road Maintenance Manager.

b. Mr. Mohney shall receive the applicable rate of pay associated with the Road Maintenance Manager position for the duration of his interim appointment.

c. Notwithstanding that the Road Maintenance Manager is a non-represented position, Mr. Mohney shall remain a member of the **Teamsters Supervisors group** for the duration of this interim appointment.

d. Mr. Mohney shall continue to receive and maintain the benefits provided to him under the applicable Teamsters collective bargaining agreement, including applicable leave accruals and other contractual benefits, during the interim appointment.

e. The interim appointment shall not constitute a permanent transfer, promotion, or regular appointment to the Road Maintenance Manager position.

f. Upon conclusion of the interim appointment, Mr. Mohney's status shall be addressed consistent with the County's regular appointment process and any applicable provisions of the collective bargaining agreement.

4. Tyson Drevniak – Interim Traffic Control Supervisor

Effective **October 1, 2026, Tyson Drevniak,** currently employed as the Area 5 Road Maintenance Assistant Supervisor, represented by the Teamsters Supervisors group, may accept an appointment to serve as **Interim Traffic Control Supervisor.**

If accepted, during the period of his interim appointment:

a. Mr. Drevniak shall perform the duties and responsibilities of the Traffic Control Supervisor.

b. Mr. Drevniak shall receive the applicable rate of pay associated with the Traffic Control Supervisor position for the duration of his interim appointment.

c. Mr. Drevniak shall remain a member of the **Teamsters Supervisors group** and shall continue to receive the benefits and contractual rights applicable to his position under the collective bargaining agreement.

d. Mr. Drevniak shall continue to receive and maintain the benefits provided to him under the applicable Teamsters collective bargaining agreement, including applicable leave accruals and other contractual benefits, during the interim appointment.

e. The interim appointment shall not constitute a permanent appointment to the Traffic Control Supervisor position.

f. Upon conclusion of the interim appointment, Mr. Drevniak's status shall be addressed consistent with the County's regular appointment process and any applicable provisions of the collective bargaining agreement.

5. No Precedent

This MOU is intended to address the specific circumstances of the interim appointments described herein and shall not establish a precedent or past practice for other positions, employees, appointments, or circumstances unless expressly agreed to in writing by both Parties.

6. No Waiver

Except as expressly modified by this MOU, all provisions of the applicable collective bargaining agreement between Lewis County and the Teamsters shall remain in full force and effect.

Nothing in this MOU shall be construed as a waiver of any rights or obligations of either Party under the collective bargaining agreement, except to the limited extent expressly stated herein.

7. Duration and Conclusion of Interim Appointments

This MOU and the interim arrangements described herein shall remain in effect through **April 1, 2027**, unless terminated, extended, or modified by mutual written agreement of the Parties

The Parties understand that the interim appointments are intended to provide an opportunity for the employees to perform the duties and responsibilities of the positions prior to the regular appointment process.

Any extension of the interim appointments beyond April 1, 2027, shall require mutual written agreement between the County and Teamsters.

8. Entire Agreement

This MOU constitutes the complete agreement between the Parties concerning the specific interim appointments described herein. Any modification or amendment to this MOU must be made in writing and signed by authorized representatives of both Parties.

TEAMSTERS UNION LOCAL NO.252

BY _____

Brian Blaisdell, Secretary Treasurer

Date 10-20-24

BY _____

Leah Randall, Business Agent

Date 10/20/24

LEWIS COUNTY

Lewis County, Washington

BY _____

Print Becky Butler

Date 11-4-2024

BY _____

Print GEOFF SODERQUIST

Date 11/4/26