

**BEFORE THE BOARD OF COUNTY COMMISSIONERS
LEWIS COUNTY, WASHINGTON**

IN THE MATTER OF:

RESOLUTION NO. 22-347

APPROVE A MEMORANDUM OF UNDERSTANDING (MOU) TO AMEND RESOLUTION 22-254, THE CBA BETWEEN LEWIS COUNTY AND AFSCME REPRESENTED EMPLOYEES, TO INCREASE THE EMPLOYER CONTRIBUTION TOWARD HEALTH AND WELFARE CONTRIBUTIONS FOR PLAN YEAR 2023, TO CORRECT SECTION 8.5 AND TO CLARIFY FINANCIAL MATTERS

WHEREAS, the American Federation of State, County and Municipal Employees (AFSCME) ("Union") and Lewis County ("County") (collectively the "Parties") negotiated in good faith a Collective Bargaining Agreement covering the period between September 1, 2022, to December 31, 2025; and

WHEREAS, the terms of the agreement provided for an additional \$25.00 employer contribution toward the 2023 health and welfare as per Section 11.2 of the CBA, approved with Resolution 22-254 on August 16, 2022; and

WHEREAS, the Parties wish to amend the contribution amount reflected in the CBA to reflect and incorporate an additional increase of the County's portion of premium contribution an additional \$40.00 per plan per month relative to the 2022 employer contribution, for a total additional employer contribution of \$65.00 per plan per month relative to the 2022 portion of premium contribution; and

WHEREAS, the Parties also wish to correct an error within Section 8.5 of the approved CBA and to clarify all other financial matters outside of the 2% wage adjustment which occurred on September 1, 2022, will not be effective until January 1, 2023 as reflected in the attached Memorandum of Understanding (MOU).

NOW THEREFORE BE IT RESOLVED that Resolution 22-254 shall be amended to reflect the additional employer contributions and corrects Section 8.5 and clarifies the financial matters as per the attached MOU; and

NOW THEREFORE BE IT FURTHER RESOLVED the 2023 contribution shall be included on any December payroll that includes the new respective plan year insurance premiums.

DONE IN OPEN SESSION this 25th day of October, 2022.

APPROVED AS TO FORM:
Jonathan Meyer, Prosecuting Attorney

BOARD OF COUNTY COMMISSIONERS
LEWIS COUNTY, WASHINGTON

Kevin A. McDowell
By: Kevin A. McDowell,
Deputy Prosecuting Attorney

Lindsey R. Pollock, DVM
Lindsey R. Pollock, DVM, Chair

ATTEST:



Sean D. Swope
Sean D. Swope, Vice Chair

Rieva Lester
Rieva Lester,
Clerk of the Lewis County Board of
County Commissioners

F. Lee Grose
F. Lee Grose, Commissioner

Memorandum of Understanding

The AFSCME (American Federation of State, County and Municipal Employees) ("Union") representing the Community Development and Public Works employees and Lewis County ("County") (collectively the "Parties") negotiated in good faith a Collective Bargaining Agreement covering the period between September 1, 2022, to December 31, 2025 (the "CBA").

The terms of the agreement provided for an additional \$25.00 employer contribution toward the 2023 health and welfare as per Section 11.1 of the CBA.

The Parties wish to amend the contribution amount reflected in the CBA to reflect and incorporate an additional increase of the County's portion of premium contribution an additional \$40.00 per plan per month relative to the 2022 employer contribution, for a total additional employer contribution of \$65.00 per plan per month relative to the 2022 portion of premium contribution.

The amended Section 11.1 shall read:

Effective January 1, 2023 the Employer will increase their premium contribution amount to an additional maximum of \$65.00 per plan per month towards the insurance premiums for defined medical, dental and vision plans.

Further, the Parties wish to correct an error in Section 8.5: Longevity Pay. Both Parties agree the Longevity pay increase occurs on January 1, 2023. The longevity chart below reflects the correct \$60.00 per month for the September 1, 2022 - December 31, 2022 timeframe. The increase to \$100.00 per month and \$10 per year per month in longevity pay occurring after year Ten (10) is effective January 1, 2023.

After Seven (7) years	\$42.00 per month
After Eight (8) years	\$48.00 per month
After Nine (9) years	\$54.00 per month
After Ten (10) years	\$60.00 per month
Each year after Ten (10) years	An additional \$6.00 per month

For clarification, all increases, relative to the prior collective bargaining agreement, in compensation, reimbursements, or any other financial matters, with the exception of the September 1, 2022 two percent (2%) wage adjustment, will not become effective until January 1, 2023.

Dated this 24th day of October, 2022.

AFSCME

LEWIS COUNTY

Eddie Allan

Daleyn Coleman

By: Eddie Allan, AFSCME Deputy Director

By: Daleyn

Coleman

HR/Risk Director on

behalf of the BOCC

Shane Hulstein
By: Shane Hulstein, President

BOCC AGENDA ITEM SUMMARY

Resolution:

BOCC Meeting Date: Oct. 25, 2022

Suggested Wording for Agenda Item:

Agenda Type: Deliberation

Approving the Memorandum of Understanding (MOU) which amends Resolution 22-254, the CBA between Lewis County and AFSCME represented employees, to increase the employer contribution toward health and welfare contributions for plan year 2023 and correct Section 8.5 and clarify financial matters

Contact: Daleyn Coleman

Phone: x1408

Department: HR - Human Resources

Description:

Approving a Memorandum of Understanding (MOU) which Amends the CBA between Lewis County and AFSCME represented employees to increase the employer contribution toward health and welfare contributions for plan year 2023 and correct Section 8.5 and clarify financial matters

Approvals:

Publication Requirements:

Publications:

User	Status
PA's Office	Pending

Additional Copies:

Michelle Sabin, Vanessa Ruelas, Michelle Sauter, Grace Jimenez, Lee Napier, Josh Metcalf, Graham Gowing, Tina Hemphill, Becky Butler

Cover Letter To: