

Memorandum of Understanding

Teamsters Union Local No. 252 ("Union") and the County of Lewis ("Lewis County" or "County") (collectively the "Parties") negotiated in good faith a Collective Bargaining Agreement by and between the County and the Union on behalf of the Combined Group dated January 1, 2020 – December 31, 2022 (the "CBA").

In a letter dated October, 2020, the Washington Teamsters Welfare Trust stated, in pertinent part, "The Trust requires contributions on all compensable hours. For computing hours compensated or directly paid for, for purposes of triggering a contribution payment, sick, vacation, holiday, overtime and severance hours, such as vacation or sick hour payouts on termination, are generally included unless specifically stipulated otherwise in the CBA. Note: The Trust will accept a CBA which excludes accrued compensation paid to an employee upon termination if bargained."

The Parties do wish to exclude severance pay and/or any cash-out of an employee's accrued annual leave and/or accrued sick leave that is payable upon termination of employment for the purposes of determining Health and Welfare benefit eligibility effective June 15, 2022.

Now therefore, the Parties agree as follows:

1. For the purposes of determining benefit eligibility, compensable hours shall not include severance pay or any cash-out of an employee's accrued annual leave or accrued sick leave that is payable upon termination of employment.
2. In the event of any conflict between this Memorandum of Understanding and the either the Washington Teamsters Welfare Trust Agreement, or any benefits

subscription agreement, then the terms of this Memorandum of Understanding shall apply.

3. This Memorandum of Understanding shall be effective as of June 15, 2022. Either party may terminate this agreement upon a notice period of 60 days written notice to the other party and upon completion of the notice period the termination shall be effective as of the last day of the month.

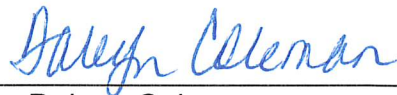
Dated: June 15, 2022

TEAMSTERS UNION, LOCAL 252



By: Brian Blaisdell
Secretary/Treasurer

LEWIS COUNTY



By: Daleyn Coleman
Director of Risk & Human Resources