

**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
TEAMSTERS UNION LOCAL NO.252
Affiliated with the International Brotherhood of Teamsters
AND
THE CITY OF TUMWATER**

This Memorandum of Understanding ("MOU") is entered into by and between the City of Tumwater ("City") and Teamsters Local Union No. 252 ("Union") for the purpose of clarifying and memorializing the parties' mutual agreement regarding the addition of classifications and updated salary schedule, and an additional holiday, to the collective bargaining unit represented by the Union.

RECITALS

WHEREAS, the City and the Union are parties to a Collective Bargaining Agreement ("CBA") governing wages, hours, and working conditions for employees within the bargaining unit; and

WHEREAS, the City has identified operational and service delivery needs requiring the establishment and/or recognition of additional utility and public works related classifications; and

WHEREAS, the Union and the City have met and conferred regarding the placement of these classifications within the bargaining unit represented by Teamsters Local Union No. 252; and

WHEREAS, the parties desire to memorialize their agreement concerning bargaining unit inclusion and associated labor relations matters;

NOW, THEREFORE, the parties agree as follows:

1. ADDITION OF ONE PAID HOLIDAY

The following paid holiday is added to Article 14 Section 1, Holidays: Christmas Eve (December 24). Observation and holiday pay shall be administered in accordance with the existing provisions governing paid holidays under this Agreement.

2. REVISION OF ANNUAL LEAVE SCHEDULE

Beginning August 1, 2026, the annual leave schedule will be as follows:

During Year of Employment	Vacation Time Accrued Per Month
1	12
2-4	14
5-9	16
10-14	18
15-19	20
20-24	22
25+	24

3. ADDITION OF CLASSIFICATIONS

Effective upon execution of this MOU, the following classifications shall be added to and recognized as classifications represented by Teamsters Local Union No. 252 and covered under the terms and conditions of the current Collective Bargaining Agreement unless otherwise specified herein:

- Cross Connection Control Specialist
- Senior Cross Connection Control Specialist
- Water Quality Specialist (rename from Maintenance Technician)
- Senior Water Quality Specialist (rename from Maintenance Technician)
- Electrician in Training
- Electrician
- Signal Technician

4. BARGAINING UNIT STATUS

Employees occupying the classifications identified above shall be included within the Teamsters Local No. 252 bargaining unit and shall be subject to all applicable provisions of the Collective Bargaining Agreement, including but not limited to wages, benefits, seniority, grievance procedures, and other negotiated working conditions.

5. WAGE PLACEMENT

The parties acknowledge that wage placement for the above classifications shall be established through mutual agreement between the City and the Union and incorporated into the applicable salary schedule or appendix of the Collective Bargaining Agreement.

For the life of this MOU, the Cross Connection Control Specialist will be placed on the Maintenance Technician III pay schedule, the Senior Cross Connections Control Specialist will be placed on the Field Crew Lead pay schedule, the Water Quality Specialist will be placed on the Maintenance Technician II pay schedule (unless currently a III), the Senior Water Quality Specialist will be placed on the Maintenance Technician III pay schedule, the Electrician in Training will be placed on the Maintenance Technician III pay schedule. Electrician and Signal Technician will be placed appropriately in-between the trainee and Senior positions; this will be determined in bargaining as there is not an immediate need and requires review. At no time during the duration of this MOU will any member's pay be reduced.

The Electrician (Senior) will be offered compensation of 10% premium pay of their current hourly rate to develop and implement a training plan for the Electrician in Training to become state certified. This includes providing daily hands-on training to the Electrician in Training and encompasses participating in any and all activities required for this position to obtain state certification at the utility electrician journey level.

6. POSITION DUTIES AND SPECIFICATIONS

The City retains the management right to establish and revise job descriptions, minimum qualifications, operational assignments, and performance expectations consistent with applicable law, the Collective Bargaining Agreement and will bargain the effects with the Union.

The City agrees to provide the Union with copies of finalized classification specifications upon adoption or implementation.

7. TRANSITION AND IMPLEMENTATION

The City and Union agree to meet and confer, as necessary, regarding implementation of this MOU, including but not limited to employee placement, seniority integration, certification requirements, and compensation alignment, in order to ensure a smooth transition of these classifications into the bargaining unit.

8. NO PRECEDENT

This MOU is intended solely to address the classifications identified herein and shall not establish precedent regarding future bargaining unit placement determinations, classification studies, or organizational restructuring unless otherwise mutually agreed by the parties in writing.

9. FULL FORCE AND EFFECT

Except as expressly modified by this MOU, all terms and conditions of the existing Collective Bargaining Agreement between the City and Teamsters Local No. 252 shall remain in full force and effect.

10. TERM OF AGREEMENT

This MOU shall become effective upon signature by both parties. The parties agree to bargain this MOU at the expiration of current contract but shall be in effect through the duration of the current Collective Bargaining Agreement unless modified by mutual written agreement or superseded by a successor agreement.

Signed this ____ day of _____, 2026.

City of Tumwater

Teamsters Union Local No. 252

By _____

Title: _____

By _____
Brian Blaisdell, Secretary - Treasurer

Teamsters Union Local No. 252

By _____
Leah Randall, Business Agent