

MEMORANDUM OF UNDERSTANDING

**By and between
Thurston County (Employer)**

**And the
WSCCCE/AFSCME Local 618-T (Union)**

RE: Use of Vendors to Perform Bargaining Unit Work in Fleet Services (Upfitting, 2022)

The purpose of the Memorandum of Understanding is to memorialize an agreement reached between the Thurston County Central Services’s ER&R Fleet Operations Division and the Union regarding the use of vendors to perform bargaining unit work described as “upfitting.” The parties met on April 11 and April 14, 2022, and reached the following understanding:

Agreement

1. Limited Use of Vendors Allowed: The use of vendors to perform the bargaining unit work described above is time limited and will continue no longer than December 31, 2022, absent mutual agreement to extend the time limit. The use of vendors for upfitting work will be limited to a total cost of no more than \$50,000.00.
2. Should either limit be projected to be insufficient to meet the needs of Fleet Services, the Employer will immediately invite the Union to meet and reopen discussion of options and impacts. In addition, the Union may request periodic updates on the status of the upfitting workload and the use of vendors described by this Agreement. The parties will meet again in November/December 2022 to review the matters addressed by this MOU.
3. Non-Precedent Setting: The use of vendors for this work does not establish a precedent. The parties agree that this is and remains bargaining unit work.

By their signatures below, the parties acknowledge their understanding and acceptance of the agreement.

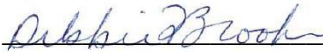
Signed and dated this 21st day of April 2022.

Employer

Union

Bruce Rohrbough, via email, 4/21/2022
Bruce Rohrbough, Fleet Services Manager

Cliff Nguyen, via email, 4/21/2022
Cliff Nguyen, WSCCCE Representative

 4/21/2022
Debbie Brookman, Human Resources

Kris Asche, via email, 4/21/2022
Kris Asche, 618-T Chapter Chair