

## **MEMORANDUM OF UNDERSTANDING**

**By and between  
Thurston County (Employer)  
And the  
WSCCCE/AFSCME Local 618-CO (Union)**

**RE: Use of Vendors to Perform Bargaining Unit Work in Public Works, Design Engineering Division**

The purpose of the Memorandum of Understanding is to memorialize an agreement reached between the Thurston County Public Works Design Engineering Division and the Union regarding the use of vendors to perform bargaining unit work historically performed by the Associate Civil Engineer classification.

Public Works is responsible for planning, constructing, and maintaining county roads, bridges, parks, trails, and other vital infrastructure. The Design Engineering Division plans and constructs projects that meet the needs of our communities and works to keep up with the impact our growing population has on our infrastructure.

Due to a combination of vacant positions and foreseeable absences with current staff, Thurston County and the Union have reached the following agreement to ensure projects continue towards the path of timely completion.

### **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 July 1, 2023, or 6 months after execution of MOU, whichever is later, absent mutual agreement to extend the time limit.
2. The use of vendors for bargaining unit work will be limited to a total cost of no more than \$50,000.00.
3. Should either limit be projected to be insufficient to meet the needs of Public Works, 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 use of vendors described by this Agreement.
4. 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 19<sup>th</sup> day of December 2022.

For Thurston County:



Jennifer D. Walker, Public Works Director



Cameron Mullins, Human Resources

For AFSCME/WSCCCE Local 618-CO:

//s// Cliff Nguyen via email, 12/19/2022

Cliff Nguyen, WSCCCE Representative



Mary Kincy, 618-CO Chapter Chair