

MEMORANDUM OF UNDERSTANDING

Between the

International Brotherhood of Teamsters Local No. 117 and the Port of Seattle

RE: Shift Start Times

The Port of Seattle and the International Brotherhood of Teamsters, Local No. 117 representing the Rental Car Bus Drivers, are currently negotiating the parties' first collective bargaining agreement. The parties agree the following shift times and differentials shall apply to the December 2012 Shift Bid and shall be effective January 13, 2013:

Shifts shall be identified by starting times, as follows:

Day Shift:	From: 06:00 a.m.	To: 13:59 p.m.
Swing Shift:	From: 14:00 pm	To: 21:59 p.m.
Graveyard Shift:	From: 22:00 p.m.	To: 05:59 a.m.

Employees assigned to a swing shift shall receive seven and one-half percent (7.5%) per hour above the straight time rate. Employees assigned to graveyard shifts shall receive ten percent (10%) per hour above the straight time rate.

This MOU shall be effective through execution of the first collective bargaining agreement.

Date: _____

Port of Seattle

International Brotherhood of Teamsters
Local No. 117

Tay Yoshitani, Chief Executive Officer

Tracey Thompson, Secretary-Treasurer