

MEMORANDUM OF UNDERSTANDING
by and between
PORT OF SEATTLE
and

Representing _____

Re: PAID PARENTAL LEAVE

This Memorandum of Understanding (MOU), made effective as of the date of signing, is entered into by and between _____ (Union) and the Port of Seattle (Port), referred to herein as the Parties.

The Parties, signatories to a _____ Collective Bargaining Agreement (CBA) for _____, hereby agree as follows:

1. In the interest of allowing new parents important time for bonding without having to worry about loss of income, the Port agrees to provide Paid Parental Leave to regular, non-probationary employees covered by the above referenced collective bargaining agreement.
2. Eligibility, participation and terms of the Paid Parental Leave shall be as provided to non-represented employees as outlined in Port policy HR-5.
3. The Port may change or modify its Paid Parental Leave policy and/or procedure. The Port agrees to provide the Union advance notice of any changes.
4. Paid Parental Leave hours shall be prorated for eligible regular part-time employees. The leave shall be prorated based on the average hours compensated during the preceding four (4) pay periods.
5. All other terms and conditions of the CBA shall remain in full force and effect. Should any terms and conditions in this MOU conflict with the CBA, this MOU shall control.

This Memorandum of Understanding is effective upon signing and shall expire when incorporated into a successor collective bargaining agreement between the parties or on December 31, 2018, whichever is sooner.

Theodore J. Fick, Chief Executive Officer
Port of Seattle

Date

Union

Date