

**INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL NO. 286
AND
PORT OF SEATTLE**

**LETTER OF UNDERSTANDING REGARDING HEALTH AND WELFARE
PLAN**

THIS LETTER OF UNDERSTANDING is supplemental to the Agreement by and between the Port of Seattle, hereinafter referred to as the "Employer" and the International Union of Operating Engineers, Local No. 286, hereinafter referred to as "Union."

This Letter of Understanding will confirm that pending the adoption of the 2009 – 2011 Collective Bargaining Agreement between the Employer and the Union the following changes are to be implemented.

ARTICLE 17 - HEALTH AND WELFARE PLAN

A. Medical Insurance

Effective October 7, 2009 the Employer shall pay no later than October 15, 2009, up to a maximum of one thousand dollars (\$1,000) for each employee who is compensated for eighty (80) hours or more for work covered by this agreement for the month of September 2009. Such employees shall be enrolled in the following benefit plan currently provided by the Health and Welfare Trust Fund:

Local 302/612 IUOE Health and Security Fund, to include Medical, Dental and Life Insurance Benefits.

SIGNED THIS _____ DAY OF _____, 2009

FOR THE INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL NO. 286:

Signature, Title

FOR THE PORT OF SEATTLE:

Signature, Title