

MEMORANDUM AGREEMENT COVER SHEET

WORK UNIT DATA

Truck Drivers

Union Affiliation

International Brotherhood of Teamsters Local Union No. 174
Tom Mann Business Representative

Port of Seattle Employees

Covering four (4) truck drivers working in Seaport Maintenance and Port Construction Services

Work Location

All Port Properties

CONTRACT DATA

Term

June 1, 2009 – May 31, 2015

BENEFITS

Health and Welfare

- Maintenance of Benefits for Health and Welfare, Dental and Vision Benefits for Domestic Partners

Pension

2009: \$7.76 per hour worked

2010: TBD

2011: TBD

2012: TBD

2013: TBD

2014: TBD

In subsequent years the increase will be tied to the outside rate of the AGC and the employees have the option with proper notice to divert wage increases into the pension.

Wages:

Effective June 1, 2009: \$35.15

Effective June 1, 2010: 80% of combined AGC Wage and Pension Increase

Effective June 1, 2011: 80% of combined AGC Wage and Pension Increase

Effective June 1, 2012: 80% of combined AGC Wage and Pension Increase

Effective June 1, 2013: 80% of combined AGC Wage and Pension Increase

Effective June 1, 2014: 80% of combined AGC Wage and Pension Increase

Wage increases are tied to the outside AGC hourly rate. Currently the Port of Seattle employees are higher than the outside rate due to a previous buyout of all paid leave (this group has no paid vacation sick or holidays) that was rolled into the hourly wage. Through this contract, the wage rate will be reduced by 20% of the outside hourly wage and pension rate until the rate until a reduction of \$1.82 is realized.

Contract Changes:

- Section 5.01(b): Direct Site Reporting. Employees shall report directly to established jobsites. This will decrease travel time and overtime costs.
- Addendum regarding Port Construction Services Section 7: When necessary to have common start and finish times with the other Crafts the Teamsters support to maximize efficiency of the crews, shift premium will be realized adjustment of hours rather than an hourly percentage increase.

Consistency with Other Labor Agreements:

Agreement on the following subjects is similar to those of other labor agreements at the Port:

- Health and Welfare, Dental and Vision Benefits for Domestic Partners.
- Direct Site Reporting
- Grievance and Arbitration Process
- Shift Premiums
- Health and Welfare hourly qualifier