

MEMORANDUM OF AGREEMENT

By and Between

PORT OF SEATTLE

And

TEAMSTERS LOCAL UNION NO. 117

Affiliated with the
International Brotherhood of Teamsters

(Representing Bus Drivers & Parking Service Revenue Representatives)

Re: Use of Sick Leave for Medical/Dental Appointments

This Memorandum of Agreement (MOA), made effective as of the date of signing, is entered into by and between Teamsters Local Union No. 117 (Union) and the Port of Seattle (Port), referred to herein collectively as the Parties.

WHEREAS, the Union and the Port share a mutual interest in employee health and wellness;

WHEREAS, the current Collective Bargaining Agreement for the Bus Drivers and Parking Service Revenue Representatives does not permit the use of sick leave for medical/dental appointments;

WHEREAS, both Parties' interests are met through a mid-term modification of the current CBA;

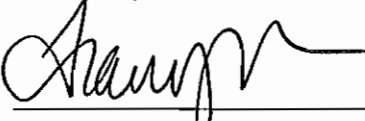
THEREFORE, the Parties agree to add the following subsection to Section 10.04 of the CBA:

- a. **Medical/Dental Appointments.** Regular full-time, part-time and on-call employees shall make every effort to arrange medical and dental appointments before shifts, after shifts, or on days off to ensure operational continuity. Employees shall be granted the use of accrued sick leave up to twelve (12) hours per calendar year to cover medical and dental appointments that are not able to be arranged during non-working hours. Requests for such leave shall require seven (7) days advance notice whenever possible and shall be coupled with documentation such as a doctor's note. Accrued vacation leave shall be used to cover medical and dental appointments beyond the twelve (12) hour per year limit.

PORT OF SEATTLE

**TEAMSTERS LOCAL UNION
NO. 117, IBT**

TAY YOSHITANI
Chief Executive Officer



TRACEY A. THOMPSON
Secretary-Treasurer

Date

8-26-10

Date