

MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
THE
HOD CARRIERS AND GENERAL LABORERS UNION LOCAL 242
AND
THE PORT OF SEATTLE

RE: Labor/management meeting, June 22, 2010. Discussion of holiday work schedules and the Marine Maintenance Clean Team's request to take their holiday breaks on alternate days, within the same pay period.

It was determined by the labor/management committee that taking an alternate day off within the same pay period would benefit the crew by giving them the flexibility to take a paid holiday off, either preceding or following their normal days off. Pay for the holiday-worked will be at the double time (DT) rate. Pay for the alternate day off will be at the straight time rate. The Port will also benefit in this agreement by maintaining critical janitorial services to customers, tenants and the general public.

Therefore, retroactive to July 1, 2010, upon signature of all necessary parties, the Port of Seattle and the Hod Carriers and General Laborers Union Local 242 representing the Laborers in the Marine Maintenance Clean Team hereby mutually agree to the following:

1. For all Port recognized paid holidays, except Labor Day*, the Marine Maintenance Clean Team will collaboratively schedule holiday work and alternate holidays off within the same pay period, with coordination and oversight provided by the Clean Team Crew Chief.
2. Crew members working on a holiday will be compensated at the double time rate of pay, per the terms of Article 18 Overtime, in the Western/Central Washington Master Labor Agreement 2007-2012 Between the Associated General Contractors of Washington and the Washington and Northern Idaho District Council of Laborers (Local 242 Labor agreement).
3. Crew members taking an alternate day off within the same pay period , either preceding or following their normal days off in lieu of the holiday-worked, will be compensated at the straight time rate of pay for the alternate day off. This is mutually agreed, per the terms of Article 8 Holidays, in the Local 242 Labor agreement.

This document will expire within three (3) years of date of signing unless extended by mutual agreement or incorporated into the Port of Seattle – King County Building Trades Addendum.

*Per the terms of Article 8 Holidays, as referenced in the Local 242 Labor agreement, no work shall be performed on Labor Day, except to protect life and property, or by mutual agreement of the Union and the Employer.

Hod Carriers and General Laborers Union Local 242:

Port of Seattle:

Dale Cannon
Business Manager – Secretary Treasurer

Date

Gary Schmitt
Labor Relations Director

Date