

**MEMORANDUM OF AGREEMENT**  
**BY AND BETWEEN ILWU LOCAL 9 AND THE PORT OF SEATTLE**  
**(Aviation Operations / Aviation Security Bargaining Unit)**  
**RE: Temporary Assignment Out of Bargaining Unit**

The purpose of this memorandum of agreement is to provide for temporary assignment of bargaining unit members to positions outside of the bargaining unit. Effective upon approval by the Union and the Port, the parties agree as follows:

1. The Port may, with the concurrence of the Union, assign an employee from the bargaining unit to a position outside of the bargaining unit for a period not to exceed six (6) months. Assignments may be extended with mutual agreement by the parties.
2. All such temporary, out of class assignments, shall be voluntary on the part of the employee who is offered the assignment. The Port reserves the right to end the assignment at any time.
3. During such assignment the employee shall be compensated at a rate determined by Port Human Resources and hours of work shall be as assigned by management. Such compensation shall not be less than the compensation the employee would receive in his/her bargaining unit position.
4. Medical and leave benefits shall continue during such out of class assignments as under the parties' collective bargaining agreement. The employee will continue to meet his/her union security obligations consistent with his/her bargaining unit position during the out of class assignment. Dues deduction will continue to be made available to the employee as set forth in RCW 41.56.110 and the CBA.
5. Bargaining unit employees shall have the right to return to their bargaining unit position without loss of seniority at the conclusion of such out of class assignment.
6. Any backfilling of bargaining unit positions, resulting from a temporary assignment to a position out of the bargaining unit, will be made on the basis of seniority, as provided under the parties' collective bargaining agreement.
7. Assignment of bargaining unit members to out of class assignments shall not change the scope of recognition of the ILUW Local 9 Aviation Operation/Aviation Security bargaining unit.

For the Union:

\_\_\_\_\_  
Tony Hutter, Secretary Treasurer  
Business Agent  
ILWU Local 9

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Date

For the Port:

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Tay Yoshitani  
Chief Executive Officer

\_\_\_\_\_  
Date