

MEMORANDUM OF UNDERSTANDING

Between the
PORT OF SEATTLE

And

TEAMSTERS LOCAL UNION NO. 117
Affiliated with the
International Brotherhood of Teamsters
Representing the RCF Bus Drivers

Re: Probationary Agreement

The Port of Seattle and Teamsters Local No. 117, IBT representing the Rental Car Bus Drivers, are currently negotiating the parties' first Collective Bargaining Agreement. All employees in the bargaining group have been hired within the last seven months, with 52 employees successfully completing a six month probationary period October 6, 2012. Although both parties are bargaining in good faith and committed to reaching an agreement as soon as practical, it is unclear when a final agreement will be ratified. In order to address issues arising as employees successfully complete probation, the parties agree to the following:


1. Upon successful completion of probation, employees will receive a 2.5% hourly wage increase, which shall be retroactive to the date that the probationary period was completed.
2. Employees may participate in the 457 deferred compensation program, but will be not eligible for the 401(a) matching from the Port, unless and until this benefit is specifically negotiated into the final Collective Bargaining Agreement.
3. Full time and part time drivers eligible for health and welfare benefits shall participate in the Port's open enrollment to choose from the Port provided health care plans for 2013. Employees shall be required to pay a portion of their health care premium, as required of other employees.
4. This agreement shall be in effect until the parties execute a final Collective Bargaining Agreement, and is not intended to waive any rights or bind either party to any future agreement.

PORT OF SEATTLE

TAY YOSHITANI
Chief Executive Officer

Date

TEAMSTERS LOCAL UNION
NO. 117, IBT



TRACEY A. THOMPSON
Secretary-Treasurer

10-22-12
Date