

COMMISSION AGENDA – Action Item No. 8f_Attach2

Meeting Date: June 8, 2021

MEMORANDUM OF AGREEMENT
by and between
PORT OF SEATTLE
and
INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
LOCAL UNION 117
REPRESENTING TRAFFIC SUPPORT SPECIALISTS

This Memorandum of Agreement (MOA), made effective as of the date of signing, is entered into by and between the International Brotherhood of Teamsters, Local 117 (Union), representing Traffic Support Specialists, and the Port of Seattle (Port), referred to herein collectively as the Parties.

On November 17, 2020, the Port of Seattle Commission adopted a Proclamation (attached and incorporated herein) and Resolution 3781 amending the Salary and Benefits Policy Directive to add an eleventh paid holiday commemorating Juneteenth (on June 19) for non-represented employees; and

The Port and the Union are parties to a Collective Bargaining Agreement that expires on December 31, 2021; and

On May 20, 2021, the Port proposed to the Union that the Parties agree to include Juneteenth as a recognized holiday.

On _____, the Union agreed to include Juneteenth as a recognized holiday.

THEREFORE, the Parties agree as follows:

Effective upon ratification and execution between the parties, the Port and the Union agree to amend Article 14, Holidays, of the Collective Bargaining Agreement to include the following additional holiday:

Juneteenth The Port retains the exclusive discretion to designate the date of observance each year.

This Memorandum of Agreement is effective upon signing and shall expire when incorporated into a successor Collective Bargaining Agreement between the Parties.

FOR THE PORT OF SEATTLE

FOR THE UNION

Stephen P. Metruck
Executive Director
Port of Seattle

John Scearcy
Secretary-Treasurer

Date: _____

Date: _____

MEMORANDUM OF AGREEMENT
by and between
PORT OF SEATTLE
and
INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
LOCAL UNION 763
REPRESENTING POLICE COMMANDERS

This Memorandum of Agreement (MOA), made effective as of the date of signing, is entered into by and between the International Brotherhood of Teamsters, Local 763 (Union), representing Police Commanders and the Port of Seattle (Port), referred to herein collectively as the Parties.

On November 17, 2020, the Port of Seattle Commission adopted a Proclamation (attached and incorporated herein) and Resolution 3781 amending the Salary and Benefits Policy Directive to add an eleventh paid holiday commemorating Juneteenth (on June 19) for non-represented employees; and

The Port and the Union are parties to a Collective Bargaining Agreement that expires on December 31, 2021; and

On May 20, 2021, the Port proposed to the Union that the Parties agree to include Juneteenth as a recognized holiday.

On 5/27/21, the Union agreed to include Juneteenth as a recognized holiday.

THEREFORE, the Parties agree as follows:

Effective upon ratification and execution between the parties, the Port and the Union agree to amend Article 16, Holidays, of the Collective Bargaining Agreement by adding an additional Port holiday and thereby increasing the number of pool holiday hours by ten (10) for Police Commanders for a total of one-hundred-fifty (150) holiday hours in recognition of the Juneteenth holiday.

Juneteenth The Port retains the exclusive discretion to designate the date of observance each year.

This Memorandum of Agreement is effective upon signing and shall expire when incorporated into a successor Collective Bargaining Agreement between the Parties.

FOR THE PORT OF SEATTLE

Stephen P. Metruck
Executive Director
Port of Seattle

Date: _____

FOR THE UNION

Scott A. Sullivan
Scott A. Sullivan
Secretary-Treasurer

Date: 5-27-21

MEMORANDUM OF AGREEMENT
by and between
PORT OF SEATTLE
and
INTERNATIONAL UNION OF OPERATING
ENGINEERS LOCAL NO. 302

This Memorandum of Agreement (MOA), made effective as of the date of signing, is entered into by and between the International Union of Operating Engineers Local No. 302 (Union) and the Port of Seattle (Port), referred to herein collectively as the Parties.

On November 17, 2020, the Port of Seattle Commission adopted a Proclamation (attached and incorporated herein) and Resolution 3781 amending the Salary and Benefits Policy Directive to add an eleventh paid holiday commemorating Juneteenth (on June 19) for non-represented employees; and

The Port and the Union are parties to a Collective Bargaining Agreement (CBA) that expires on May 31, 2023; and

On May 19, 2021, the Port proposed to the Union that the Parties agree to include Juneteenth as a recognized holiday;

On 5/19/2021, the Union agreed to include Juneteenth as a recognized holiday;

THEREFORE, the Parties agree as follows:

Effective immediately, the Port and the Union agree to amend Article 13.01 of the CBA to include the following additional holiday:

Juneteenth The Port retains the exclusive discretion to designate the date of observance each year.

This Memorandum of Agreement is effective upon signing and shall expire when incorporated into a successor CBA between the Parties.

FOR THE PORT OF SEATTLE

Stephen P. Metruck
Executive Director
Port of Seattle

Date: _____

FOR THE UNION

Heath Robinette
Heath Robinette (May 19, 2021 08:19 PDT)

Heath Robinette
Field Representative
IUOE Local 302

Date: 5/19/2021



PROCLAMATION OF THE PORT OF SEATTLE COMMISSION

WHEREAS, Black lives matter; and

WHEREAS, racial oppression is deeply rooted in our nation’s early beginnings — from the mass exploitation of Native American populations to the enslavement of Black Americans — and acknowledging this checkered past is essential to healing and creating a more equitable future; and

WHEREAS, on January 1, 1863, President Lincoln’s Emancipation Proclamation declared “that all persons held as slaves...are, and henceforward shall be free”; and

WHEREAS, news and enforcement of the Emancipation Proclamation did not reach Texas until June 19, 1865, two and one half years later – when Major General Gordon Granger, landed at Galveston, Texas with news that the Civil War had ended and that the enslaved were now free; and

WHEREAS, Juneteenth (June 19th) is the oldest nationally celebrated commemoration of the ending of slavery in the United States; and

WHEREAS, in 2003, Port employee Lilyian Caswell-Isley, former Director of Social Responsibility, led the first celebration of Juneteenth at the Port, and through the leadership of Blacks in Government, the Port continues to celebrate Juneteenth annually; and

WHEREAS, the Port of Seattle Commission has a social responsibility to combat systemic racism and racism in all its nefarious forms, and work to contribute to a more equitable and just world; and

WHEREAS, the Century Agenda Goal 5 calls for the Port to “Become a Model for Equity, Diversity and Inclusion;” and

WHEREAS, in 2019 the Port established an Office of Equity, Diversity, and Inclusion to address institutional racism and increase equity, diversity, and inclusion in Port policies, processes, and programs; and

WHEREAS, the official recognition of Juneteenth as a Port Holiday is a significant way that we can celebrate freedom, help create a culture of belonging, and a more equitable, anti-racist Port culture.

NOW, THEREFORE, the Port of Seattle Commission hereby honors and recognizes Juneteenth, the 19th of June each year, as an official Port Holiday for non-represented employees, and one of the many ways we celebrate our rich African-American cultural heritage, acknowledge our history of institutional racism and slavery, demonstrate that Black lives matter, and advance racial equity.

Proclaimed by the Port of Seattle Commission this 17th Day of November, 2020.

Port of Seattle Commission

Peter Steinbrueck
Peter Steinbrueck (Dec 9, 2020 14:31 PST)



Ryan Calkins
Ryan Calkins (Nov 18, 2020 12:59 PST)

Stephanie L. Bowman
Stephanie L. Bowman (Nov 19, 2020 10:04 PST)

Fred Felleman
Fred Felleman (Nov 20, 2020 14:50 PST)

Port of Seattle Commission

MEMORANDUM OF AGREEMENT
by and between
PORT OF SEATTLE
and
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS,
LOCAL UNION 1257
REPRESENTING FIREFIGHTERS

This Memorandum of Agreement (MOA), made effective as of the date of signing, is entered into by and between the International Association of Firefighters, Local 1257 (Union), representing Police Firefighters and the Port of Seattle (Port), referred to herein collectively as the Parties.

On November 17, 2020, the Port of Seattle Commission adopted a Proclamation (attached and incorporated herein) and Resolution 3781 amending the Salary and Benefits Policy Directive to add an eleventh paid holiday commemorating Juneteenth (on June 19) for non-represented employees; and

The Port and the Union are parties to a Collective Bargaining Agreement that expire on December 31, 2020; and

On May 20, 2021, the Port proposed to the Union that the Parties agree to include Juneteenth as a recognized holiday.

On 5/25/21, the Union agreed to include Juneteenth as a recognized holiday.

THEREFORE, the Parties agree as follows:

Effective upon ratification and execution between the parties, the Port and the Union agree to amend Article 20, Holidays, of the Collective Bargaining Agreement by adding an additional Port holiday thereby increasing the number of Port holidays to nine (9), to include Juneteenth, and four (4) floaters for a total of thirteen (13) holidays for Day Shift Firefighters.

Juneteenth The Port retains the exclusive discretion to designate the date of observance each year.

The salary schedule for Shift Firefighters will be modified to reflect an increase in their base salary for holidays from 5.5% to 5.96% in recognition of the Juneteenth holiday.

This Memorandum of Agreement is effective upon signing and shall expire when incorporated into a successor Collective Bargaining Agreement between the Parties.

FOR THE PORT OF SEATTLE

Stephen P. Metruck
Executive Director
Port of Seattle

Date: _____

FOR THE UNION,

Chris Nuttall
President

Date: 5/25/2021

MEMORANDUM OF AGREEMENT
by and between
PORT OF SEATTLE
and
INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS
AFL-CIO
DISTRICT LODGE NO. 160, LOCAL LODGE NO. 289

This Memorandum of Agreement (MOA), made effective as of the date of signing, is entered into by and between the International Association of Machinists and Aerospace Workers, AFL-CIO, District Lodge No. 160, Local Lodge No. 289 (Union) and the Port of Seattle (Port), referred to herein collectively as the Parties.

On November 17, 2020, the Port of Seattle Commission adopted a Proclamation (attached and incorporated herein) and Resolution 3781 amending the Salary and Benefits Policy Directive to add an eleventh paid holiday commemorating Juneteenth (on June 19) for non-represented employees; and

The Port and the Union are parties to a Collective Bargaining Agreement (CBA) that expires on June 30, 2021; and

On May 19, 2021, the Port proposed to the Union that the Parties agree to include Juneteenth as a recognized holiday;

On 5/19/2021, the Union agreed to include Juneteenth as a recognized holiday;

THEREFORE, the Parties agree as follows:

Effective immediately, the Port and the Union agree to amend Article 16 of the CBA to include the following additional holiday:

Juneteenth The Port retains the exclusive discretion to designate the date of observance each year.

This Memorandum of Agreement is effective upon signing and shall expire when incorporated into a successor CBA between the Parties.

FOR THE PORT OF SEATTLE

Stephen P. Metruck
Executive Director
Port of Seattle

Date: _____

FOR THE UNION

Brandon Hemming
Brandon Hemming (May 19, 2021 09:36 PDT)

Title: Business Representative

Date: 5/19/2021



PROCLAMATION OF THE PORT OF SEATTLE COMMISSION

WHEREAS, Black lives matter; and

WHEREAS, racial oppression is deeply rooted in our nation’s early beginnings — from the mass exploitation of Native American populations to the enslavement of Black Americans — and acknowledging this checkered past is essential to healing and creating a more equitable future; and

WHEREAS, on January 1, 1863, President Lincoln’s Emancipation Proclamation declared “that all persons held as slaves...are, and henceforward shall be free”; and

WHEREAS, news and enforcement of the Emancipation Proclamation did not reach Texas until June 19, 1865, two and one half years later – when Major General Gordon Granger, landed at Galveston, Texas with news that the Civil War had ended and that the enslaved were now free; and

WHEREAS, Juneteenth (June 19th) is the oldest nationally celebrated commemoration of the ending of slavery in the United States; and

WHEREAS, in 2003, Port employee Lilyian Caswell-Isley, former Director of Social Responsibility, led the first celebration of Juneteenth at the Port, and through the leadership of Blacks in Government, the Port continues to celebrate Juneteenth annually; and

WHEREAS, the Port of Seattle Commission has a social responsibility to combat systemic racism and racism in all its nefarious forms, and work to contribute to a more equitable and just world; and

WHEREAS, the Century Agenda Goal 5 calls for the Port to “Become a Model for Equity, Diversity and Inclusion;” and

WHEREAS, in 2019 the Port established an Office of Equity, Diversity, and Inclusion to address institutional racism and increase equity, diversity, and inclusion in Port policies, processes, and programs; and

WHEREAS, the official recognition of Juneteenth as a Port Holiday is a significant way that we can celebrate freedom, help create a culture of belonging, and a more equitable, anti-racist Port culture.

NOW, THEREFORE, the Port of Seattle Commission hereby honors and recognizes Juneteenth, the 19th of June each year, as an official Port Holiday for non-represented employees, and one of the many ways we celebrate our rich African-American cultural heritage, acknowledge our history of institutional racism and slavery, demonstrate that Black lives matter, and advance racial equity.

Proclaimed by the Port of Seattle Commission this 17th Day of November, 2020.

Port of Seattle Commission

Peter Steinbrueck
Peter Steinbrueck (Dec 9, 2020 14:31 PST)



Ryan Calkins
Ryan Calkins (Nov 18, 2020 12:59 PST)

Stephanie L. Bowman
Stephanie L. Bowman (Nov 19, 2020 10:04 PST)

Fred Felleman
Fred Felleman (Nov 20, 2020 14:50 PST)

Port of Seattle Commission

MEMORANDUM OF AGREEMENT
by and between
PORT OF SEATTLE
and
TEAMSTERS LOCAL UNION NO. 117
REPRESENTING BUS DRIVERS & PARKING SERVICE REVENUE REPRESENTATIVES

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

On November 17, 2020, the Port of Seattle Commission adopted a Proclamation (attached and incorporated herein) and Resolution 3781 amending the Salary and Benefits Policy Directive to add an eleventh paid holiday commemorating Juneteenth (on June 19) for non-represented employees; and

The Port and the Union are parties to a Collective Bargaining Agreement (CBA) that expires on May 31, 2022; and

On May 19, 2021, the Port proposed to the Union that the Parties agree to include Juneteenth as a recognized holiday;

On 5/19/2021, the Union agreed to include Juneteenth as a recognized holiday;

THEREFORE, the Parties agree as follows:

Effective immediately, the Port and the Union agree to amend Article 8.01 of the CBA to include the following additional holiday:

Juneteenth The Port retains the exclusive discretion to designate the date of observance each year.

This Memorandum of Agreement is effective upon signing and shall expire when incorporated into a successor CBA between the Parties.

FOR THE PORT OF SEATTLE

Stephen P. Metruck
Executive Director
Port of Seattle

Date: _____

FOR THE UNION

John Scearcy
Secretary-Treasurer
Teamsters Local 117

Date: 5-19-21



PROCLAMATION
OF THE PORT OF SEATTLE COMMISSION

WHEREAS, Black lives matter; and

WHEREAS, racial oppression is deeply rooted in our nation’s early beginnings — from the mass exploitation of Native American populations to the enslavement of Black Americans — and acknowledging this checkered past is essential to healing and creating a more equitable future; and

WHEREAS, on January 1, 1863, President Lincoln’s Emancipation Proclamation declared “that all persons held as slaves...are, and henceforward shall be free”; and

WHEREAS, news and enforcement of the Emancipation Proclamation did not reach Texas until June 19, 1865, two and one half years later – when Major General Gordon Granger, landed at Galveston, Texas with news that the Civil War had ended and that the enslaved were now free; and

WHEREAS, Juneteenth (June 19th) is the oldest nationally celebrated commemoration of the ending of slavery in the United States; and

WHEREAS, in 2003, Port employee Lilyian Caswell-Isley, former Director of Social Responsibility, led the first celebration of Juneteenth at the Port, and through the leadership of Blacks in Government, the Port continues to celebrate Juneteenth annually; and

WHEREAS, the Port of Seattle Commission has a social responsibility to combat systemic racism and racism in all its nefarious forms, and work to contribute to a more equitable and just world; and

WHEREAS, the Century Agenda Goal 5 calls for the Port to “Become a Model for Equity, Diversity and Inclusion;” and

WHEREAS, in 2019 the Port established an Office of Equity, Diversity, and Inclusion to address institutional racism and increase equity, diversity, and inclusion in Port policies, processes, and programs; and

WHEREAS, the official recognition of Juneteenth as a Port Holiday is a significant way that we can celebrate freedom, help create a culture of belonging, and a more equitable, anti-racist Port culture.

NOW, THEREFORE, the Port of Seattle Commission hereby honors and recognizes Juneteenth, the 19th of June each year, as an official Port Holiday for non-represented employees, and one of the many ways we celebrate our rich African-American cultural heritage, acknowledge our history of institutional racism and slavery, demonstrate that Black lives matter, and advance racial equity.

Proclaimed by the Port of Seattle Commission this 17th Day of November, 2020.

Port of Seattle Commission

Peter Steinbrueck
Peter Steinbrueck (Dec 9, 2020 14:31 PST)

[Signature]

Ryan Calkins
Ryan Calkins (Nov 18, 2020 12:59 PST)

Stephanie L. Bowman
Stephanie L. Bowman (Nov 19, 2020 10:04 PST)

Fred Felleman
Fred Felleman (Nov 20, 2020 14:50 PST)

Port of Seattle Commission

MEMORANDUM OF AGREEMENT
by and between
PORT OF SEATTLE
and
TEAMSTERS LOCAL UNION NO. 117
REPRESENTING BUS DRIVERS & PARKING SERVICE REVENUE REPRESENTATIVES

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

On November 17, 2020, the Port of Seattle Commission adopted a Proclamation (attached and incorporated herein) and Resolution 3781 amending the Salary and Benefits Policy Directive to add an eleventh paid holiday commemorating Juneteenth (on June 19) for non-represented employees; and

The Port and the Union are parties to a Collective Bargaining Agreement (CBA) that expires on May 31, 2022; and

On May 19, 2021, the Port proposed to the Union that the Parties agree to include Juneteenth as a recognized holiday;

On 5/19/2021, the Union agreed to include Juneteenth as a recognized holiday;

THEREFORE, the Parties agree as follows:

Effective immediately, the Port and the Union agree to amend Article 8.01 of the CBA to include the following additional holiday:

Juneteenth The Port retains the exclusive discretion to designate the date of observance each year.

This Memorandum of Agreement is effective upon signing and shall expire when incorporated into a successor CBA between the Parties.

FOR THE PORT OF SEATTLE

Stephen P. Metruck
Executive Director
Port of Seattle

Date: _____

FOR THE UNION

John Scearcy
Secretary-Treasurer
Teamsters Local 117

Date: 5-19-21



**PROCLAMATION
OF THE PORT OF SEATTLE COMMISSION**

WHEREAS, Black lives matter; and

WHEREAS, racial oppression is deeply rooted in our nation’s early beginnings — from the mass exploitation of Native American populations to the enslavement of Black Americans — and acknowledging this checkered past is essential to healing and creating a more equitable future; and

WHEREAS, on January 1, 1863, President Lincoln’s Emancipation Proclamation declared “that all persons held as slaves...are, and henceforward shall be free”; and

WHEREAS, news and enforcement of the Emancipation Proclamation did not reach Texas until June 19, 1865, two and one half years later – when Major General Gordon Granger, landed at Galveston, Texas with news that the Civil War had ended and that the enslaved were now free; and

WHEREAS, Juneteenth (June 19th) is the oldest nationally celebrated commemoration of the ending of slavery in the United States; and

WHEREAS, in 2003, Port employee Lilyian Caswell-Isley, former Director of Social Responsibility, led the first celebration of Juneteenth at the Port, and through the leadership of Blacks in Government, the Port continues to celebrate Juneteenth annually; and

WHEREAS, the Port of Seattle Commission has a social responsibility to combat systemic racism and racism in all its nefarious forms, and work to contribute to a more equitable and just world; and

WHEREAS, the Century Agenda Goal 5 calls for the Port to “Become a Model for Equity, Diversity and Inclusion;” and

WHEREAS, in 2019 the Port established an Office of Equity, Diversity, and Inclusion to address institutional racism and increase equity, diversity, and inclusion in Port policies, processes, and programs; and

WHEREAS, the official recognition of Juneteenth as a Port Holiday is a significant way that we can celebrate freedom, help create a culture of belonging, and a more equitable, anti-racist Port culture.

NOW, THEREFORE, the Port of Seattle Commission hereby honors and recognizes Juneteenth, the 19th of June each year, as an official Port Holiday for non-represented employees, and one of the many ways we celebrate our rich African-American cultural heritage, acknowledge our history of institutional racism and slavery, demonstrate that Black lives matter, and advance racial equity.

Proclaimed by the Port of Seattle Commission this 17th Day of November, 2020.

Port of Seattle Commission

Peter Steinbrueck
Peter Steinbrueck (Dec 9, 2020 14:31 PST)

[Signature]

Ryan Calkins
Ryan Calkins (Nov 18, 2020 12:59 PST)

Stephanie L. Bowman
Stephanie L. Bowman (Nov 19, 2020 10:04 PST)

Fred Felleman
Fred Felleman (Nov 20, 2020 14:50 PST)

Port of Seattle Commission

MEMORANDUM OF AGREEMENT
 by and between
 PORT OF SEATTLE
 and
 INTERNATIONAL LONGSHORE and WAREHOUSE UNION, LOCAL NO. 9
 Representing
 Airfield Operations Specialists; and Senior Operations Controllers

This Memorandum of Agreement (MOA), made effective as of the date of signing, is entered into by and between the International Longshore and Warehouse Union (ILWU), Local No. 9, representing Aviation Operations Personnel (Union) and the Port of Seattle (Port), referred to herein collectively as the Parties.

On November 17, 2020, the Port of Seattle Commission adopted a Proclamation (attached and incorporated herein) and Resolution 3781 amending the Salary and Benefits Policy Directive to add an eleventh paid holiday commemorating Juneteenth (on June 19) for non-represented employees; and

The Port and the Union are parties to a Collective Bargaining Agreement (CBA) that expired on December 31, 2019; and

On May 19, 2021, the Port proposed to the Union that the Parties agree to include Juneteenth as a recognized holiday;

On 05/26/2021, the Union agreed to include Juneteenth as a recognized holiday;

THEREFORE, the Parties agree as follows:

Effective immediately, the Port and the Union agree to amend Article 15 of the CBA to include the following additional holiday:

Juneteenth The Port retains the exclusive discretion to designate the date of observance each year.

This Memorandum of Agreement is effective upon signing and shall expire when incorporated into a successor CBA between the Parties.

FOR THE PORT OF SEATTLE

 Stephen P. Metruck
 Executive Director
 Port of Seattle

Date: _____

FOR THE UNION

Michael Pavelic
Michael Pavelic (May 26, 2021 09:18 PDT)

Title: Business Agent/Sec. Treasurer

Date: 05/26/2021



PROCLAMATION OF THE PORT OF SEATTLE COMMISSION

WHEREAS, Black lives matter; and

WHEREAS, racial oppression is deeply rooted in our nation’s early beginnings — from the mass exploitation of Native American populations to the enslavement of Black Americans — and acknowledging this checkered past is essential to healing and creating a more equitable future; and

WHEREAS, on January 1, 1863, President Lincoln’s Emancipation Proclamation declared “that all persons held as slaves...are, and henceforward shall be free”; and

WHEREAS, news and enforcement of the Emancipation Proclamation did not reach Texas until June 19, 1865, two and one half years later – when Major General Gordon Granger, landed at Galveston, Texas with news that the Civil War had ended and that the enslaved were now free; and

WHEREAS, Juneteenth (June 19th) is the oldest nationally celebrated commemoration of the ending of slavery in the United States; and

WHEREAS, in 2003, Port employee Lilyian Caswell-Isley, former Director of Social Responsibility, led the first celebration of Juneteenth at the Port, and through the leadership of Blacks in Government, the Port continues to celebrate Juneteenth annually; and

WHEREAS, the Port of Seattle Commission has a social responsibility to combat systemic racism and racism in all its nefarious forms, and work to contribute to a more equitable and just world; and

WHEREAS, the Century Agenda Goal 5 calls for the Port to “Become a Model for Equity, Diversity and Inclusion;” and

WHEREAS, in 2019 the Port established an Office of Equity, Diversity, and Inclusion to address institutional racism and increase equity, diversity, and inclusion in Port policies, processes, and programs; and

WHEREAS, the official recognition of Juneteenth as a Port Holiday is a significant way that we can celebrate freedom, help create a culture of belonging, and a more equitable, anti-racist Port culture.

NOW, THEREFORE, the Port of Seattle Commission hereby honors and recognizes Juneteenth, the 19th of June each year, as an official Port Holiday for non-represented employees, and one of the many ways we celebrate our rich African-American cultural heritage, acknowledge our history of institutional racism and slavery, demonstrate that Black lives matter, and advance racial equity.

Proclaimed by the Port of Seattle Commission this 17th Day of November, 2020.

Port of Seattle Commission

Peter Steinbrueck
Peter Steinbrueck (Dec 9, 2020 14:31 PST)



Ryan Calkins
Ryan Calkins (Nov 18, 2020 12:59 PST)

Stephanie L. Bowman
Stephanie L. Bowman (Nov 19, 2020 10:04 PST)

Fred Felleman
Fred Felleman (Nov 20, 2020 14:50 PST)

Port of Seattle Commission

MEMORANDUM OF AGREEMENT CNT

Final Audit Report

2021-05-26

Created:	2021-05-19
By:	Matthew Bullock (bullock.m@portseattle.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAG8wkJPsiYohtdpblY7QcyrGXhbx2H1x1

"MEMORANDUM OF AGREEMENT CNT" History

-  Document created by Matthew Bullock (bullock.m@portseattle.org)
2021-05-19 - 11:00:27 PM GMT- IP address: 98.125.195.209
-  Document emailed to Michael Pavelic (ba@ilwu9.org) for signature
2021-05-19 - 11:02:26 PM GMT
-  Email viewed by Michael Pavelic (ba@ilwu9.org)
2021-05-26 - 4:13:15 PM GMT- IP address: 73.97.1.60
-  Document e-signed by Michael Pavelic (ba@ilwu9.org)
Signature Date: 2021-05-26 - 4:18:03 PM GMT - Time Source: server- IP address: 73.97.1.60
-  Agreement completed.
2021-05-26 - 4:18:03 PM GMT

MEMORANDUM OF AGREEMENT
by and between
PORT OF SEATTLE
and
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 46
REPRESENTING ELECTRONIC TECHNICIANS

This Memorandum of Agreement (MOA), made effective as of the date of signing, is entered into by and between the IBEW Local Union 46 representing Electronic Technicians (Union) and the Port of Seattle (Port), referred to herein collectively as the Parties.

On November 17, 2020, the Port of Seattle Commission adopted a Proclamation (attached and incorporated herein) and Resolution 3781 amending the Salary and Benefits Policy Directive to add an eleventh paid holiday commemorating Juneteenth (on June 19) for non-represented employees; and

The Port and the Union are parties to a Collective Bargaining Agreement (CBA) that expires on May 31, 2023; and

On May 19, 2021, the Port proposed to the Union that the Parties agree to include Juneteenth as a recognized holiday;

On 05/25/2021, the Union agreed to include Juneteenth as a recognized holiday;

THEREFORE, the Parties agree as follows:

Effective immediately, the Port and the Union agree to amend Article 8 of the CBA to include the following additional holiday:

Juneteenth The Port retains the exclusive discretion to designate the date of observance each year.

This Memorandum of Agreement is effective upon signing and shall expire when incorporated into a successor CBA between the Parties.

FOR THE PORT OF SEATTLE

Stephen P. Metruck
Executive Director
Port of Seattle

Date: _____

FOR THE UNION

Erick Lee
Erick Lee (May 25, 2021 16:47 PDT)

Title: Business Rep

Date: 05/25/2021



PROCLAMATION OF THE PORT OF SEATTLE COMMISSION

WHEREAS, Black lives matter; and

WHEREAS, racial oppression is deeply rooted in our nation’s early beginnings — from the mass exploitation of Native American populations to the enslavement of Black Americans — and acknowledging this checkered past is essential to healing and creating a more equitable future; and

WHEREAS, on January 1, 1863, President Lincoln’s Emancipation Proclamation declared “that all persons held as slaves...are, and henceforward shall be free”; and

WHEREAS, news and enforcement of the Emancipation Proclamation did not reach Texas until June 19, 1865, two and one half years later – when Major General Gordon Granger, landed at Galveston, Texas with news that the Civil War had ended and that the enslaved were now free; and

WHEREAS, Juneteenth (June 19th) is the oldest nationally celebrated commemoration of the ending of slavery in the United States; and

WHEREAS, in 2003, Port employee Lilyian Caswell-Isley, former Director of Social Responsibility, led the first celebration of Juneteenth at the Port, and through the leadership of Blacks in Government, the Port continues to celebrate Juneteenth annually; and

WHEREAS, the Port of Seattle Commission has a social responsibility to combat systemic racism and racism in all its nefarious forms, and work to contribute to a more equitable and just world; and

WHEREAS, the Century Agenda Goal 5 calls for the Port to “Become a Model for Equity, Diversity and Inclusion;” and

WHEREAS, in 2019 the Port established an Office of Equity, Diversity, and Inclusion to address institutional racism and increase equity, diversity, and inclusion in Port policies, processes, and programs; and

WHEREAS, the official recognition of Juneteenth as a Port Holiday is a significant way that we can celebrate freedom, help create a culture of belonging, and a more equitable, anti-racist Port culture.

NOW, THEREFORE, the Port of Seattle Commission hereby honors and recognizes Juneteenth, the 19th of June each year, as an official Port Holiday for non-represented employees, and one of the many ways we celebrate our rich African-American cultural heritage, acknowledge our history of institutional racism and slavery, demonstrate that Black lives matter, and advance racial equity.

Proclaimed by the Port of Seattle Commission this 17th Day of November, 2020.

Port of Seattle Commission

Peter Steinbrueck
Peter Steinbrueck (Dec 9, 2020 14:31 PST)



Ryan Calkins
Ryan Calkins (Nov 18, 2020 12:59 PST)

Stephanie L. Bowman
Stephanie L. Bowman (Nov 19, 2020 10:04 PST)

Fred Felleman
Fred Felleman (Nov 20, 2020 14:50 PST)

Port of Seattle Commission

MEMORANDUM OF AGREEMENT ELT

Final Audit Report

2021-05-25

Created:	2021-05-25
By:	Matthew Bullock (bullock.m@portseattle.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAA7PjJ4jHIKwPZ3ATMTBSjVEJ6hF2CpngP

"MEMORANDUM OF AGREEMENT ELT" History

-  Document created by Matthew Bullock (bullock.m@portseattle.org)
2021-05-25 - 10:32:43 PM GMT- IP address: 98.125.191.113
-  Document emailed to Erick Lee (erick@ibew46.com) for signature
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-  Email viewed by Erick Lee (erick@ibew46.com)
2021-05-25 - 10:44:23 PM GMT- IP address: 65.154.18.34
-  Document e-signed by Erick Lee (erick@ibew46.com)
Signature Date: 2021-05-25 - 11:47:49 PM GMT - Time Source: server- IP address: 65.154.18.34
-  Agreement completed.
2021-05-25 - 11:47:49 PM GMT

MEMORANDUM OF AGREEMENT

by and between
PORT OF SEATTLE
and

INTERNATIONAL LONGSHORE and WAREHOUSE UNION, LOCAL NO. 9

Representing

Construction Support Specialists; Construction Support Specialists, Lead; Full Employee Screeners; Senior Access Controllers; and Senior Access Controllers, Lead

This Memorandum of Agreement (MOA), made effective as of the date of signing, is entered into by and between the International Longshore and Warehouse Union (ILWU), Local No. 9, representing Aviation Security Personnel and the Port of Seattle (Port), referred to herein collectively as the Parties.

On November 17, 2020, the Port of Seattle Commission adopted a Proclamation (attached and incorporated herein) and Resolution 3781 amending the Salary and Benefits Policy Directive to add an eleventh paid holiday commemorating Juneteenth (on June 19) for non-represented employees; and

The Port and the Union are parties to a Collective Bargaining Agreement (CBA) that expired on December 31, 2019; and

On May 19, 2021, the Port proposed to the Union that the Parties agree to include Juneteenth as a recognized holiday;

On 05/20/2021, the Union agreed to include Juneteenth as a recognized holiday;

THEREFORE, the Parties agree as follows:

Effective immediately, the Port and the Union agree to amend Article 15 of the CBA to include the following additional holiday:

Juneteenth The Port retains the exclusive discretion to designate the date of observance each year.

This Memorandum of Agreement is effective upon signing and shall expire when incorporated into a successor CBA between the Parties.

FOR THE PORT OF SEATTLE

Stephen P. Metruck
Executive Director
Port of Seattle

Date: _____

FOR THE UNION

Michael Pavelic
Michael Pavelic (May 20, 2021 16:08 PDT)

Business Agent/Sec. Treasurer
Title: _____

Date: 05/20/2021


MEMORANDUM OF AGREEMENT SEC

Final Audit Report

2021-05-20

Created:	2021-05-19
By:	Matthew Bullock (bullock.m@portseattle.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAqm4IfB9_-qQs1Sq8vZ_j2Wcs_Jn69G3w

"MEMORANDUM OF AGREEMENT SEC" History

-  Document created by Matthew Bullock (bullock.m@portseattle.org)
2021-05-19 - 11:03:03 PM GMT- IP address: 98.125.195.209
-  Document emailed to Michael Pavelic (ba@ilwu9.org) for signature
2021-05-19 - 11:04:11 PM GMT
-  Email viewed by Michael Pavelic (ba@ilwu9.org)
2021-05-20 - 5:27:19 PM GMT- IP address: 73.97.1.60
-  Document e-signed by Michael Pavelic (ba@ilwu9.org)
Signature Date: 2021-05-20 - 11:08:17 PM GMT - Time Source: server- IP address: 73.97.96.137
-  Agreement completed.
2021-05-20 - 11:08:17 PM GMT

MEMORANDUM OF AGREEMENT
 by and between
 PORT OF SEATTLE
 and
 THE SEATTLE BUILDING AND CONSTRUCTION
 TRADES COUNCIL
 and its
 AFFILIATED LOCALS

This Memorandum of Agreement (MOA), made effective as of the date of signing, is entered into by and between the Seattle Building and Construction Trades Council and its Affiliated Locals (Union) and the Port of Seattle (Port), referred to herein collectively as the Parties.

On November 17, 2020, the Port of Seattle Commission adopted a Proclamation (attached and incorporated herein) and Resolution 3781 amending the Salary and Benefits Policy Directive to add an eleventh paid holiday commemorating Juneteenth (on June 19) for non-represented employees; and

The Port and the Union are parties to a Collective Bargaining Agreement (CBA) that expires on December 31, 2021; and

On May 20, 2021, the Port agreed to include Juneteenth as a recognized holiday;

THEREFORE, the Parties agree as follows:

Effective immediately, the Port and the Union agree to amend Article 16 of the MAA to include the following additional holiday:

Juneteenth The Port retains the exclusive discretion to designate the date of observance each year.

This Memorandum of Agreement is effective upon signing and shall expire when incorporated into a successor CBA between the Parties.

FOR THE PORT OF SEATTLE

 Stephen P. Metruck
 Executive Director
 Port of Seattle

Date: _____

FOR THE UNION

Monty Anderson

Monty Anderson (May 26, 2021 08:33 PDT)

Title: Seattle Building Trades

Date: 05/26/2021



PROCLAMATION OF THE PORT OF SEATTLE COMMISSION

WHEREAS, Black lives matter; and

WHEREAS, racial oppression is deeply rooted in our nation's early beginnings — from the mass exploitation of Native American populations to the enslavement of Black Americans — and acknowledging this checkered past is essential to healing and creating a more equitable future; and

WHEREAS, on January 1, 1863, President Lincoln's Emancipation Proclamation declared "that all persons held as slaves...are, and henceforward shall be free"; and

WHEREAS, news and enforcement of the Emancipation Proclamation did not reach Texas until June 19, 1865, two and one half years later – when Major General Gordon Granger, landed at Galveston, Texas with news that the Civil War had ended and that the enslaved were now free; and

WHEREAS, Juneteenth (June 19th) is the oldest nationally celebrated commemoration of the ending of slavery in the United States; and

WHEREAS, in 2003, Port employee Lilyian Caswell-Isley, former Director of Social Responsibility, led the first celebration of Juneteenth at the Port, and through the leadership of Blacks in Government, the Port continues to celebrate Juneteenth annually; and

WHEREAS, the Port of Seattle Commission has a social responsibility to combat systemic racism and racism in all its nefarious forms, and work to contribute to a more equitable and just world; and

WHEREAS, the Century Agenda Goal 5 calls for the Port to "Become a Model for Equity, Diversity and Inclusion;" and

WHEREAS, in 2019 the Port established an Office of Equity, Diversity, and Inclusion to address institutional racism and increase equity, diversity, and inclusion in Port policies, processes, and programs; and

WHEREAS, the official recognition of Juneteenth as a Port Holiday is a significant way that we can celebrate freedom, help create a culture of belonging, and a more equitable, anti-racist Port culture.

NOW, THEREFORE, the Port of Seattle Commission hereby honors and recognizes Juneteenth, the 19th of June each year, as an official Port Holiday for non-represented employees, and one of the many ways we celebrate our rich African-American cultural heritage, acknowledge our history of institutional racism and slavery, demonstrate that Black lives matter, and advance racial equity.

Proclaimed by the Port of Seattle Commission this 17th Day of November, 2020.

Port of Seattle Commission

Peter Steinbrueck
Peter Steinbrueck (Dec 9, 2020 14:31 PST)



Ryan Calkins
Ryan Calkins (Nov 18, 2020 12:59 PST)

Stephanie L. Bowman
Stephanie L. Bowman (Nov 19, 2020 10:04 PST)

Fred Felleman
Fred Felleman (Nov 20, 2020 14:50 PST)

Port of Seattle Commission





MEMORANDUM OF AGREEMENT_MAA 5-26-2021

Final Audit Report

2021-05-26

Created:	2021-05-26
By:	Matthew Bullock (bullock.m@portseattle.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAhzOKOZTXZSF0rKT24xD_9f2Yy00vn1zK

"MEMORANDUM OF AGREEMENT_MAA 5-26-2021" History

-  Document created by Matthew Bullock (bullock.m@portseattle.org)
2021-05-26 - 3:29:41 PM GMT- IP address: 98.125.191.113
-  Document emailed to Monty Anderson (monty@seattlebuildingtrades.org) for signature
2021-05-26 - 3:30:47 PM GMT
-  Email viewed by Monty Anderson (monty@seattlebuildingtrades.org)
2021-05-26 - 3:33:10 PM GMT- IP address: 73.225.169.244
-  Document e-signed by Monty Anderson (monty@seattlebuildingtrades.org)
Signature Date: 2021-05-26 - 3:33:47 PM GMT - Time Source: server- IP address: 73.225.169.244
-  Agreement completed.
2021-05-26 - 3:33:47 PM GMT

MEMORANDUM OF AGREEMENT
by and between
PORT OF SEATTLE
and
THE PACIFIC NORTHWEST REGIONAL COUNCIL OF
CARPENTERS

This Memorandum of Agreement (MOA), made effective as of the date of signing, is entered into by and between the Pacific Northwest Regional Council of Carpenters (Union) and the Port of Seattle (Port), referred to herein collectively as the Parties.

On November 17, 2020, the Port of Seattle Commission adopted a Proclamation (attached and incorporated herein) and Resolution 3781 amending the Salary and Benefits Policy Directive to add an eleventh paid holiday commemorating Juneteenth (on June 19) for non-represented employees; and

The Port and the Union are parties to a Collective Bargaining Agreement (CBA) that expires on December 31, 2021; and

On May 18, 2021, the Port proposed to the Union that the Parties agree to include Juneteenth as a recognized holiday;

On 5-19-21, the Union agreed to include Juneteenth as a recognized holiday;

THEREFORE, the Parties agree as follows:

Effective immediately, the Port and the Union agree to amend Article XVII of the CBA to include the following additional holiday:

Juneteenth The Port retains the exclusive discretion to designate the date of observance each year.

This Memorandum of Agreement is effective upon signing and shall expire when incorporated into a successor CBA between the Parties.

FOR THE PORT OF SEATTLE

Stephen P. Metruck
Executive Director
Port of Seattle

Date: _____

FOR THE UNION

Jesse Scott-Kandoll

Jesse Scott-Kandoll (May 19, 2021 07:24 PDT)

Jesse Scott-Kandoll
Contract Administrator
CWA & PLA Contract
Representative

Date: 5-19-21



**PROCLAMATION
OF THE PORT OF SEATTLE COMMISSION**

WHEREAS, Black lives matter; and

WHEREAS, racial oppression is deeply rooted in our nation’s early beginnings — from the mass exploitation of Native American populations to the enslavement of Black Americans — and acknowledging this checkered past is essential to healing and creating a more equitable future; and

WHEREAS, on January 1, 1863, President Lincoln’s Emancipation Proclamation declared “that all persons held as slaves...are, and henceforward shall be free”; and

WHEREAS, news and enforcement of the Emancipation Proclamation did not reach Texas until June 19, 1865, two and one half years later – when Major General Gordon Granger, landed at Galveston, Texas with news that the Civil War had ended and that the enslaved were now free; and

WHEREAS, Juneteenth (June 19th) is the oldest nationally celebrated commemoration of the ending of slavery in the United States; and

WHEREAS, in 2003, Port employee Lilyian Caswell-Isley, former Director of Social Responsibility, led the first celebration of Juneteenth at the Port, and through the leadership of Blacks in Government, the Port continues to celebrate Juneteenth annually; and

WHEREAS, the Port of Seattle Commission has a social responsibility to combat systemic racism and racism in all its nefarious forms, and work to contribute to a more equitable and just world; and

WHEREAS, the Century Agenda Goal 5 calls for the Port to “Become a Model for Equity, Diversity and Inclusion;” and

WHEREAS, in 2019 the Port established an Office of Equity, Diversity, and Inclusion to address institutional racism and increase equity, diversity, and inclusion in Port policies, processes, and programs; and

WHEREAS, the official recognition of Juneteenth as a Port Holiday is a significant way that we can celebrate freedom, help create a culture of belonging, and a more equitable, anti-racist Port culture.

NOW, THEREFORE, the Port of Seattle Commission hereby honors and recognizes Juneteenth, the 19th of June each year, as an official Port Holiday for non-represented employees, and one of the many ways we celebrate our rich African-American cultural heritage, acknowledge our history of institutional racism and slavery, demonstrate that Black lives matter, and advance racial equity.

Proclaimed by the Port of Seattle Commission this 17th Day of November, 2020.

Port of Seattle Commission

Peter Steinbrueck
Peter Steinbrueck (Dec 9, 2020 14:31 PST)

[Handwritten Signature]

Ryan Calkins
Ryan Calkins (Nov 18, 2020 12:59 PST)

Stephanie L. Bowman
Stephanie L. Bowman (Nov 19, 2020 10:04 PST)

Fred Felleman
Fred Felleman (Nov 20, 2020 14:50 PST)

Port of Seattle Commission

Signature: *Jesse Scott-Kandoll*
Jesse Scott-Kandoll (May 19, 2021 07:35 PDT)

Email: jkandoll@nwcarpenters.org

MEMORANDUM OF AGREEMENT
by and between
PORT OF SEATTLE
and
GENERAL TEAMSTERS LOCAL UNION NO. 174
Affiliated with the
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

This Memorandum of Agreement (MOA), made effective as of the date of signing, is entered into by and between the General Teamsters Local Union No. 174 Affiliated with the International Brotherhood of Teamsters (Union) and the Port of Seattle (Port), referred to herein collectively as the Parties.

On November 17, 2020, the Port of Seattle Commission adopted a Proclamation (attached and incorporated herein) and Resolution 3781 amending the Salary and Benefits Policy Directive to add an eleventh paid holiday commemorating Juneteenth (on June 19) for non-represented employees; and

The Port and the Union are parties to a Collective Bargaining Agreement (CBA) that expires on May 31, 2022; and

On May 19, 2021, the Port proposed to the Union that the Parties agree to include Juneteenth as a recognized holiday;

On _____, the Union agreed to include Juneteenth as a recognized holiday;

THEREFORE, the Parties agree as follows:

Effective immediately, the Port and the Union agree to amend Section 17 of the CBA to include the following additional holiday:

Juneteenth The Port retains the exclusive discretion to designate the date of observance each year.

This Memorandum of Agreement is effective upon signing and shall expire when incorporated into a successor CBA between the Parties.

FOR THE PORT OF SEATTLE

FOR THE UNION

Stephen P. Metruck
Executive Director
Port of Seattle

Rick Hicks
Secretary-Treasurer
General Teamsters Local No. 174
Affiliated with the International
Brotherhood of Teamsters

Date: _____

Date: _____



PROCLAMATION OF THE PORT OF SEATTLE COMMISSION

WHEREAS, Black lives matter; and

WHEREAS, racial oppression is deeply rooted in our nation’s early beginnings — from the mass exploitation of Native American populations to the enslavement of Black Americans — and acknowledging this checkered past is essential to healing and creating a more equitable future; and

WHEREAS, on January 1, 1863, President Lincoln’s Emancipation Proclamation declared “that all persons held as slaves...are, and henceforward shall be free”; and

WHEREAS, news and enforcement of the Emancipation Proclamation did not reach Texas until June 19, 1865, two and one half years later – when Major General Gordon Granger, landed at Galveston, Texas with news that the Civil War had ended and that the enslaved were now free; and

WHEREAS, Juneteenth (June 19th) is the oldest nationally celebrated commemoration of the ending of slavery in the United States; and

WHEREAS, in 2003, Port employee Lilyian Caswell-Isley, former Director of Social Responsibility, led the first celebration of Juneteenth at the Port, and through the leadership of Blacks in Government, the Port continues to celebrate Juneteenth annually; and

WHEREAS, the Port of Seattle Commission has a social responsibility to combat systemic racism and racism in all its nefarious forms, and work to contribute to a more equitable and just world; and

WHEREAS, the Century Agenda Goal 5 calls for the Port to “Become a Model for Equity, Diversity and Inclusion;” and

WHEREAS, in 2019 the Port established an Office of Equity, Diversity, and Inclusion to address institutional racism and increase equity, diversity, and inclusion in Port policies, processes, and programs; and

WHEREAS, the official recognition of Juneteenth as a Port Holiday is a significant way that we can celebrate freedom, help create a culture of belonging, and a more equitable, anti-racist Port culture.

NOW, THEREFORE, the Port of Seattle Commission hereby honors and recognizes Juneteenth, the 19th of June each year, as an official Port Holiday for non-represented employees, and one of the many ways we celebrate our rich African-American cultural heritage, acknowledge our history of institutional racism and slavery, demonstrate that Black lives matter, and advance racial equity.

Proclaimed by the Port of Seattle Commission this 17th Day of November, 2020.

Port of Seattle Commission

Peter Steinbrueck
Peter Steinbrueck (Dec 9, 2020 14:31 PST)



Ryan Calkins
Ryan Calkins (Nov 18, 2020 12:59 PST)

Stephanie L. Bowman
Stephanie L. Bowman (Nov 19, 2020 10:04 PST)

Fred Felleman
Fred Felleman (Nov 20, 2020 14:50 PST)

Port of Seattle Commission

MEMORANDUM OF AGREEMENT
 by and between
 PORT OF SEATTLE
 and
 INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
 LOCAL UNION 117
 REPRESENTING POLICE NON-SWORN SUPERVISORS

This Memorandum of Agreement (MOA), made effective as of the date of signing, is entered into by and between the International Brotherhood of Teamsters, Local 117 (Union), representing Police Non-Sworn Supervisors and the Port of Seattle (Port), referred to herein collectively as the Parties.

On November 17, 2020, the Port of Seattle Commission adopted a Proclamation (attached and incorporated herein) and Resolution 3781 amending the Salary and Benefits Policy Directive to add an eleventh paid holiday commemorating Juneteenth (on June 19) for non-represented employees; and

The Port and the Union are parties to a Collective Bargaining Agreement that expires on December 31, 2021; and

On May 20, 2021, the Port proposed to the Union that the Parties agree to include Juneteenth as a recognized holiday.

On _____, the Union agreed to include Juneteenth as a recognized holiday.

THEREFORE, the Parties agree as follows:

Effective upon ratification and execution between the parties, the Port and the Union agree to amend Article 14, Holidays, of the Collective Bargaining Agreement by adding an additional Port Holiday and thereby increasing the number of pool holiday hours by ten (10) for Communication Supervisors for a total of one-hundred-fifty (150) holiday hours in recognition of Juneteenth holiday.

Juneteenth The Port retains the exclusive discretion to designate the date of observance each year.

This Memorandum of Agreement is effective upon signing and shall expire when incorporated into a successor Collective Bargaining Agreement between the Parties.

FOR THE PORT OF SEATTLE

FOR THE UNION

 Stephen P. Metruck
 Executive Director
 Port of Seattle

 John Scearcy
 Secretary-Treasurer

Date: _____

Date: _____

MEMORANDUM OF AGREEMENT
by and between
PORT OF SEATTLE
and
INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
LOCAL UNION 117
REPRESENTING POLICE/FIRE COMMUNICATION SPECIALISTS (DISPATCHERS)

This Memorandum of Agreement (MOA), made effective as of the date of signing, is entered into by and between the International Brotherhood of Teamsters, Local 117 (Union), representing Police/Fire Communication Specialists (Dispatchers), and the Port of Seattle (Port), referred to herein collectively as the Parties.

On November 17, 2020, the Port of Seattle Commission adopted a Proclamation (attached and incorporated herein) and Resolution 3781 amending the Salary and Benefits Policy Directive to add an eleventh paid holiday commemorating Juneteenth (on June 19) for non-represented employees; and

The Port and the Union are parties to a Collective Bargaining Agreement that expires on December 31, 2021; and

On May 20, 2021, the Port proposed to the Union that the Parties agree to include Juneteenth as a recognized holiday.

On _____, the Union agreed to include Juneteenth as a recognized holiday.

THEREFORE, the Parties agree as follows:

Effective upon ratification and execution between the parties, the Port and the Union agree to amend Article 15, Holidays, of the Collective Bargaining Agreement by adding an additional Port Holiday and thereby increasing the number of pool holiday hours by ten (10) for a total of one-hundred-fifty (150) holiday hours in recognition of Juneteenth holiday.

Juneteenth The Port retains the exclusive discretion to designate the date of observance each year.

This Memorandum of Agreement is effective upon signing and shall expire when incorporated into a successor Collective Bargaining Agreement between the Parties.

FOR THE PORT OF SEATTLE

FOR THE UNION

Stephen P. Metruck
Executive Director
Port of Seattle

John Scearcy
Secretary-Treasurer

Date: _____

Date: _____

MEMORANDUM OF AGREEMENT
by and between
PORT OF SEATTLE
and
INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
LOCAL UNION 117
REPRESENTING POLICE OFFICERS

This Memorandum of Agreement (MOA), made effective as of the date of signing, is entered into by and between the International Brotherhood of Teamsters, Local 117 (Union), representing Police Officers and the Port of Seattle (Port), referred to herein collectively as the Parties.

On November 17, 2020, the Port of Seattle Commission adopted a Proclamation (attached and incorporated herein) and Resolution 3781 amending the Salary and Benefits Policy Directive to add an eleventh paid holiday commemorating Juneteenth (on June 19) for non-represented employees; and

The Port and the Union are parties to a Collective Bargaining Agreement that expires on December 31, 2021; and

On May 20, 2021, the Port proposed to the Union that the Parties agree to include Juneteenth as a recognized holiday.

On _____, the Union agreed to include Juneteenth as a recognized holiday.

THEREFORE, the Parties agree as follows:

Effective upon ratification and execution between the parties, the Port and the Union agree to amend Article 13, Holidays, of the Collective Bargaining Agreement by increasing the number of pool holiday hours by an additional ten (10) hours for 10 hours shift, twelve (12) hours for 12 hours shift, and twelve and a half (12.5) hours for 12.5 hours shift reflected as follows:

10-hour shift	from 120 to 130 hours
12-hour shift	from 144 to 156 hours
12.5-hour shift	from 150 to 162.50 hours

in recognition of the addition of the Juneteenth holiday, for a total of eleven (11) recognize Port holidays and two (2) floating holidays.

Juneteenth	The Port retains the exclusive discretion to designate the date of observance each year.
------------	--

This Memorandum of Agreement is effective upon signing and shall expire when incorporated into a successor Collective Bargaining Agreement between the Parties.

FOR THE PORT OF SEATTLE

Stephen P. Metruck
Executive Director
Port of Seattle

Date: _____

FOR THE UNION

John Scearcy
Secretary-Treasurer

Date: _____

MEMORANDUM OF AGREEMENT
by and between
PORT OF SEATTLE
and
INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
LOCAL UNION 117
REPRESENTING POLICE SERGEANTS

This Memorandum of Agreement (MOA), made effective as of the date of signing, is entered into by and between the International Brotherhood of Teamsters, Local 117 (Union), representing Police Sergeants and the Port of Seattle (Port), referred to herein collectively as the Parties.

On November 17, 2020, the Port of Seattle Commission adopted a Proclamation (attached and incorporated herein) and Resolution 3781 amending the Salary and Benefits Policy Directive to add an eleventh paid holiday commemorating Juneteenth (on June 19) for non-represented employees; and

The Port and the Union are parties to a Collective Bargaining Agreement that expires on December 31, 2021; and

On May 20, 2021, the Port proposed to the Union that the Parties agree to include Juneteenth as a recognized holiday.

On _____, the Union agreed to include Juneteenth as a recognized holiday.

THEREFORE, the Parties agree as follows:

Effective upon ratification and execution between the parties, the Port and the Union agree to amend Article 17, Holidays, of the Collective Bargaining Agreement by increasing the number of pool holiday hours by an additional ten (10) hours for 10 hours shift, ten and a half (10.5) hours for a ten and a half hour shift, twelve (12) hours for 12 hours shift, and twelve and a half (12.5) hours for 12.5 hours shift reflected as follows:

10-hour shift	from 120 to 130 hours
10.5- hour shift	from 126 to 136.5 hours
12-hour shift	from 144 to 156 hours
12.5-hour shift	from 150 to 162.50 hours

in recognition of the addition of the Juneteenth holiday, for a total of eleven (11) recognize Port holidays and two (2) floating holidays.

Juneteenth	The Port retains the exclusive discretion to designate the date of observance each year.
------------	--

This Memorandum of Agreement is effective upon signing and shall expire when incorporated into a successor Collective Bargaining Agreement between the Parties.

FOR THE PORT OF SEATTLE

Stephen P. Metruck
Executive Director
Port of Seattle

Date: _____

FOR THE UNION

John Scearcy
Secretary-Treasurer

Date: _____

MEMORANDUM OF AGREEMENT
by and between
PORT OF SEATTLE
and
INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
LOCAL UNION 117
REPRESENTING POLICE SPECIALISTS

This Memorandum of Agreement (MOA), made effective as of the date of signing, is entered into by and between the International Brotherhood of Teamsters, Local 117 (Union), representing Police Specialists, and the Port of Seattle (Port), referred to herein collectively as the Parties.

On November 17, 2020, the Port of Seattle Commission adopted a Proclamation (attached and incorporated herein) and Resolution 3781 amending the Salary and Benefits Policy Directive to add an eleventh paid holiday commemorating Juneteenth (on June 19) for non-represented employees; and

The Port and the Union are parties to a Collective Bargaining Agreement that expires on June 30, 2021; and

On May 20, 2021, the Port proposed to the Union that the Parties agree to include Juneteenth as a recognized holiday.

On _____, the Union agreed to include Juneteenth as a recognized holiday.

THEREFORE, the Parties agree as follows:

Effective upon ratification and execution between the parties, the Port and the Union agree to amend Article 14, Holidays, of the Collective Bargaining Agreement to include the following additional holiday:

Juneteenth The Port retains the exclusive discretion to designate the date of observance each year.

This Memorandum of Agreement is effective upon signing and shall expire when incorporated into a successor Collective Bargaining Agreement between the Parties.

FOR THE PORT OF SEATTLE

FOR THE UNION

Stephen P. Metruck
Executive Director
Port of Seattle

John Scearcy
Secretary-Treasurer

Date: _____

Date: _____