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AGREEMENT

ARTICLE 1 - PURPOSE OF AGREEMENT

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AGREEMENT

ARTICLE 1 - PURPOSE OF AGREEMENT

This Mutual Agreement has been entered into by the International Brotherhood of Teamsters, Formatted ...
Local Union No. 117 (hereinafter referred to as the Union), and the Port of Seattle (hereinafter Formatted: Body Text, Indent: Left: 0.16", Right: 0.17"
referred to as the Port), collectively herein referred to as the Parties. The purpose of this
Agreement is the promotion of harmonious relations between the Port and the Union: the
establishment through collective bargaining the equitable and peaceful procedures for the
resolution of differences; and the establishment of rates of pay, hours of work, benefits, and
other terms and working conditions of employment. Formatted ...

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ARTICLE 2 - UNION RECOGNITION Right: 0.18", Outline numbered + Level: 2 + Numbering

2.01 Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left + Aligned

at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left +

2.01 The Port recognizes the Union as the sole and exclusive bargaining 1.16", Left
representative for the classification positions covered by this Collective Bargaining Agreement. Formatted ...

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2.02 2.02 In accordance with RCW 41.56.037, the Union will be given thirty (30)

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minutes to meet with new employees of the bargaining unit within ninety (90) days of ...

employment at a mutually agreeable time to discuss matters concerning the rights of employees, Formatted: List Paragraph, Justified, Indent: First
line: 0",

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responsibilities of the Union, and services available to the membership. A BusinessUnion Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left + Aligned

Representative, Shop Steward, and/or Local Union member will be responsible for the at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left +

1.16", Left

presentation. Only the new employee will be released from duty with pay.

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ARTICLE 3 – PAYROLL DEDUCTION ...

3.01 Formatted: Space Before: 0.05 pt

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3.01 The Port shall notify the Union as soon as possible of any deduction authorization

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received by the Port. Upon receiving notice from the Union, the Port agrees to deduct from the Right: 0.17", Space Before: 4.6 pt, Outline numbered
+

paycheck of each Union member or each non-member voluntary financial supporter covered Level: 2 + Numbering Style: 01, 02, 03, ... + Start at: 1 +

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by this Agreement who has voluntarily so authorized it, the initiation fee, and regular monthly stops: 1.16", Left + 1.16", Left

dues, assessments or voluntary non-member financial supporter fee. Such authorization for Formatted: Body Text, Left

deductions may be made in writing, electronically or through recorded voice. The Port shall

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transmit fees and dues to the Union once each month on behalf of the employees involved. If Right: 0.18", Outline numbered + Level: 2 + Numbering

a deduction error is identified, the error will be addressed as soon as practicable. Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left + Aligned at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left + 1.16", Left

3.02 3.02 The Port agrees to notify the Union of any new employees employed Formatted: Body Text, Left, Space Before: 0.05 pt in classifications covered by this Agreement within five (5) business days from date of hire. Formatted: List Paragraph, Justified, Indent: First line: 0", Right: 0.17", Outline numbered + Level: 2 + Numbering

3.03 3.03 A Union member or voluntary financial supporter of the Union Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left + Aligned at: -0.84" + Indent at: 0.16", Tab stops: 1.21", Left +

may cancel their payroll deduction authorization in accordance with the terms of the Union's 1.21", Left payroll deduction authorization form by giving written notification to the Union. If the Union Formatted ... receives such written notification, confirmation will promptly be sent to the Port by the Union Formatted: Font: 10 pt when the terms of the employee's signed payroll deduction authorization form regarding

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Port of Seattle / Teamsters Local 117 Bus Drivers & Parking Service Revenue Representatives

Collective Bargaining Agreement June 1, 2018 to May 31, 2022

– Page 1-- 1

Port of Seattle – PSRRs Formatted: Body Text, Line spacing: Multiple 0.06 li

cancellation have been met. The Port will make an effort to end the automatic dues deduction Formatted: Condensed by 0.5 pt effective the first pay period but no later than the second pay period after receipt of the written Formatted: Condensed by 0.5 pt cancellation notice. Formatted: Condensed by 0.65 pt

Formatted: Condensed by 0.05 pt

3.04

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Port of Seattle / Teamsters Local 117 Bus Drivers & Parking Service Revenue Representatives

Collective Bargaining Agreement June 1, 2018 to May 31, 2022

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Port of Seattle – PSRRs Formatted: Body Text, Line spacing: Multiple 0.06 li

3.04 The Union agrees to indemnify and hold harmless the Port for any actions taken Formatted ... pursuant to this Article. The Union agrees to refund to the Port any amounts paid to it in error Formatted: List Paragraph, Justified, Indent: First line: 0",

upon presentation of proper evidence thereof. Right: 0.17", Space Before: 4.45 pt, Outline numbered +

Level: 2 + Numbering Style: 01, 02, 03, ... + Start at: 1 +

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ARTICLE 4 - BULLETIN BOARDS AND ELECTRONIC MAIL stops: 1.16", Left + 1.16", Left

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Two (2) bulletin boards found to be mutually acceptable and in compliance with the needs of Formatted ...

limited use by the Union shall be provided by the Port. These bulletin boards shall be located Formatted: Body Text, Indent: Left: 0.16", Right: 0.17",

one each near or in bargaining unit employee break areas. It is understood and agreed that Space Before: 4.6 pt

the Union shall maintain the bulletin boards and that no material shall be posted which is Formatted ...

obscene, defamatory, endorses or opposes candidates for public office or which would impair

Port operations.

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Union Stewards may make limited use of the Port's telephones, FAX machines, copiers, and Formatted: Font: 12 pt

similar equipment for purposes of contract administration in compliance with the Port's policies Formatted: Body Text, Indent: Left: 0.16", Right:

0.17"

governing use of public resources. In addition, Stewards and Union staff may use the Port's Formatted ...
electronic mail system for communications related to contract administration and sending
notices, provided they comply with the Port's policies governing electronic mail and internet
use. In no circumstances shall use of the Port's equipment interfere with operations and/or
service to the public.

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ARTICLE 5 - BUSINESSUNION REPRESENTATIVE ACCESS Formatted ...

The Port agrees to allow reasonable access to Port facilities for business Formatted: Body Text, Indent: Left: 0.16", Right: 0.27",
representativesUnion Representatives who have been properly authorized by the Union for Space Before: 4.6 pt
contract administration purposes. Such access shall be permitted in a manner as not to Formatted ...
interfere with the functions of the Department or the Port. This Article shall apply within the
constraints of federal or state regulations and statutes.

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ARTICLE 6 - PAY PERIODS Formatted ...

All employees shall be paid biweekly, and in no case shall the Port hold back more than Formatted: Justified, Indent: Left: 0.16", Right: 0.17",
fourteen (14) daysdays' pay. No deductions shall be made from paychecks without the written Space Before: 4.6 pt
consent of the employee, except as provided by federal, state, or municipal law. If the Port Formatted ...

makes a payroll error resulting in an employee being owed five-hundred dollars (\$500.00) or
more in gross straight-time pay, the Port shall make payment to the employee in the form of a
separate check given to the employee within three (3) business days (for the purposes of this
Article, business days shall be defined as Monday, Tuesday, Wednesday, Thursday, and
Friday). If the Port makes a payroll error resulting in an employee being owed between one
hundred dollars (\$100.00) and five hundred dollars (\$500.00) in gross straight-time pay, the
Port shall make payment to the employee in the form of a separate check given to the employee
within five (5) business days. If there is a payroll error resulting in an employee being owed
less than one hundred dollars (\$100.00) in gross pay, the Port will include the pay correction
on the employee's next regular pay check. Formatted: Font: 10 pt

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Port of Seattle / Teamsters Local 117 Bus Drivers & Parking Service Revenue Representatives

Collective Bargaining AgreementJune 1, 2018 to May 31, 2022

- Page 3-- 3

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If an employee is overpaid in the amount of five hundred dollars (\$500.00) or more, the Formatted ...
employee will pay back the Port in four (4) payments, taken out of the next four (4) paychecks. Formatted ...

If the amount of overpayment is less than five hundred dollars (\$500.00), it will be taken in two Formatted ...
(2) equal amounts out of the next two (2) paychecks. Formatted ...

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No claim by an employee of any discrepancy in pay shall be considered by the Union or the ...

Port unless filed within thirty (30) days after receipt of the paycheck containing such Formatted ...

discrepancy. The thirty (30) day limitation shall not apply, however, where the discrepancy Formatted ...

arises from failure by the Port to authorize payment of a general automatic wage increase Formatted ...

called for by this Agreement. Formatted ...

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As a condition of continued employment, all employees are required to participate in the Port's Formatted ...
direct deposit program for payroll purposes. Formatted ...

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ARTICLE 7 - UNIFORMS AND EQUIPMENT Formatted ...

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All uniforms or specified wearing apparel necessary in the performance of his/hertheir work ...

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shall be furnished, laundered, or cleaned by the Port at no cost to the employee. All wage ...

personnel will be required to wear Port authorized uniforms. Formatted ...

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Upon ratification, all bus drivers shall be issued one (1) additional jacket in the same style as the Formatted ...

jacket previously issued to the PSSR members. Formatted ...

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ARTICLE 8 – HOLIDAYS Formatted ...
8.01 Formatted ...
8.01 Employees shall receive twelve (12thirteen (13) paid holidays and designated Formatted ...
days of normal observance as indicated below: (Except as otherwise provided in Sections 8.02 Formatted ...
and 8.03 below). Employees shall be eligible for personal holidays after completing the Formatted ...
probationary period. Formatted ...
Formatted ...
HOLIDAYHoliday Normal Day of Observance
Formatted
New Year's Day January 1 ...
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Presidents' Day Third Monday in February ...
Memorial Day Last Monday in May Formatted ...
Juneteenth Day to be designated by Port each year Formatted Table ...
Fourth of July July 4 Formatted ...
Labor Day First Monday in September Formatted ...
Veterans' Day November 11 Formatted ...
Thanksgiving Day Fourth Thursday in November Formatted ...
Christmas Day December 25 Formatted ...
Four (4) Personal Holidays Dates Selected by Employee Formatted ...
Formatted ...
Employees shall individually select personal holidays of their choice to be used each calendar
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year, January 1st through December 31st. Such personal holiday usage shall be subject to Port ...
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Port of Seattle / Teamsters Local 117 Bus Drivers & Parking Service Revenue Representatives Formatted ...
Collective Bargaining AgreementJune 1, 2018 to May 31, 2022 Formatted ...
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management's approval in each case. Personal holidays must be used by December 31st of Formatted: Expanded by 2 pt
each calendar year or will be lost. Requests for cancellation of approved personal holidays Formatted: Font: 8 pt, Not Superscript/ Subscript, Raised
by
can be made; however, to insure approval, personal holiday cancellation requests must be 4 pt
submitted prior to the biweekly bid process that includes the requested cancelled days. Formatted: Font: 8 pt, Expanded by 1.5 pt, Raised by 4 pt
Employees do not have a right to displace another employee from scheduled work due to Formatted: Expanded by 2 pt
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Port of Seattle / Teamsters Local 117 Bus Drivers & Parking Service Revenue Representatives
Collective Bargaining Agreement June 1, 2018 to May 31, 2022
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personal holiday cancellation unless cancellation is the result of an unforeseen personal hardship. Unforeseen Holiday shifts will be offered in seniority order. Formatted: Body Text, Left, Indent: Left: 0.16", Space Before: 4.45 pt
Holiday pay for regular part time and unscheduled part time employees shall be prorated on an average daily work schedule per week, calculated over a five (5)-week period. Formatted: Body Text, Left, Indent: Left: 0.16", Right: 0.18"
8.02 8.02 Holiday pay for full-time regular employees shall be eight (8) hours at the employee's regular rate of pay. All full-time regular employees shall be paid for all holidays indicated in Section 8.01 above regardless upon which day of the week the holiday shall fall, except as provided in Section 8.03 below. Employees working on holidays shall receive one and one-half (1½) extra days pay which shall be added to their regular biweekly pay. Except for personal holidays, holidays listed under Section 8.01 above shall be observed to coincide with dates commonly observed by State authority in lieu of the above. Any such readjusted schedule shall be established in December of each year for implementation in the following year. To be eligible for holiday pay, a full-time employee must have been on Port compensated time during the thirty (30) calendar days preceding the holiday. Such qualifying time shall be limited to time worked, paid vacation, paid sick leave, bereavement leave, or jury duty. Formatted: List Paragraph, Justified, Indent: First line: 0", Outline numbered + Level: 2 + Numbering Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left + Aligned at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left + 1.16", Left
8.03 8.03 If a holiday falls on an employee's normal day off, the employee may exercise the option of taking another day off within thirty (30) days; otherwise, holiday pay will be paid.
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ARTICLE 9 - HEALTH AND WELFARE Formatted: Line spacing: single
9.01 Formatted ...
Formatted: List Paragraph, Justified, Indent: First line: 0",
9.01 Effective June 1, 2018 (based on May hours), and each month thereafter during the period this Collective Bargaining Agreement is in effect, the Port agrees to pay to the Washington Teamsters Welfare Trust c/o NORTHWEST ADMINISTRATORS, INC. for every employee covered by this Agreement who was compensated for eighty (80) hours or more in the preceding month as follows. The preceding month shall be defined by an eligibility date range that has been established as administratively appropriate by the Port and the Trust.
Formatted: List Paragraph, Justified, Right: 0.17", Outline numbered + Level: 3 + Numbering Style: a, b, c, ... + Start at:
a. a. Health & Welfare - Contribute the total sum of \$1433.00 per month for continued benefits under "PLAN A" (price

includes an additional \$18.00 for domestic partner coverage) with Time Loss "Plan Formatted: Body Text, Left A" (\$18.00), and Life Insurance "Plan A" (\$8.60). Formatted ...
Formatted: List Paragraph, Justified, Right: 0.18", Outline
numbered + Level: 3 + Numbering Style: a, b, c, ... + Start at:
b. b. Dental - Contribute the sum of \$132\$122.70 per month for continued 1 + Alignment: Left + Aligned at: 0.66" + Indent at: 1.16",
benefits under the "PLAN A" (price includes an additional \$2.20 for domestic Tab stops: 1.16", Left
partner coverage). Formatted: Body Text, Left
Formatted ...
c. c. Vision --Contribute the sum of \$17.30 per month for continued benefits Formatted ...
under the "EXTENDED BENEFITS" (price includes an additional \$0.20 for Formatted: Font: 10 pt
domestic partner coverage). Formatted: Body Text, Line spacing: Multiple 0.06 li
Port of Seattle / Teamsters Local 117 Bus Drivers & Parking Service Revenue Representatives
Collective Bargaining AgreementJune 1, 2018 to May 31, 2022
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Port of Seattle – PSRRs Formatted: Body Text, Line spacing: Multiple 0.06 li

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Formatted: Body Text, Left, Space Before: 0.55 pt
Effective June 1, 2018May 31, 2023, each employee eligible for benefits in any month shall Formatted: Font: 12 pt, Condensed by 0.05 pt
contribute \$75one hundred fifteen dollars (\$115.00) toward the cost of the Health & Welfare Formatted: Body Text, Left, Indent: Left: 0.16"
monthly premium.
Effective the first day of the month following the execution of this agreement, each employee eligible
for benefits in any month shall contribute \$85.00 toward the cost of the Health & Welfare monthly
premium.

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Port of Seattle / Teamsters Local 117 Bus Drivers & Parking Service Revenue Representatives
Collective Bargaining AgreementJune 1, 2018 to May 31, 2022
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Port of Seattle – PSRRs Formatted: Body Text, Line spacing: Multiple 0.06 li

Formatted: Font: 8 pt, Bold
Effective June 1, 2020, each employee eligible for benefits in any month shall contribute \$100.00
Formatted: Body Text, Left
toward the cost of the Health & Welfare monthly premium.
Formatted: Font: 11 pt
The Union will assist the Port in acquiring information from the medical benefits trust to insure Formatted ...
that the Port is in compliance with the ACA. At any time during the term of this agreement, if Formatted: Body Text, Indent: Left: 0.16", Right: 0.17",
the benefits provided by Washington Teamsters Welfare Trust become subject to an excise Space Before: 4.45 pt
penalty, the parties agree to meet and discuss the impact. In the event the Affordable Care
Act's Multiemployer Safe Harbor rule sunsets, the parties agree to open this section with
respect to reporting and eligibility. Formatted: Body Text, Left
Formatted ...
9.02 9.02 Maintenance of Plans. The Trustees may modify benefits or eligibility
Formatted: List Paragraph, Justified, Indent: First line: 0",
of any plan for the purposes of cost containment, cost management, or changes in medical Right: 0.17", Outline numbered + Level: 2 + Numbering
technology and treatment. If increases are necessary to maintain the current benefits or Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left + Aligned
at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left +

eligibility, or benefits or eligibility as may be modified by the Trustees during the life of the 1.16", Left Agreement, the Port shall pay such premium increases as determined by the Trustees. Formatted: Body Text, Left, Space Before: 0.05 pt Formatted: List Paragraph, Justified, Indent: First line: 0", 9.03 9.03 The Port agrees to provide to each unscheduled part time employee Right: 0.18", Outline numbered + Level: 2 + Numbering a yearly calendar that shows the health and welfare eligibility date range for each month of the Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left + Aligned at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left + year in January that includes January of the following year. 1.16", Left Formatted ... 9.04 9.04 Retirees' Welfare Trust. Effective June 1, 20182022, based on May Formatted: Body Text, Left hours, contribute the sum of \$94.85 per employee per month for continued benefits under the Formatted "RWT PLUS PLAN." Monthly premiums required by the welfare trust, to maintain retiree ... coverage, greater than \$94.85 per month shall be paid by the employee through wage Formatted: List Paragraph, Justified, Indent: First line: 0", Right: 0.17", Outline numbered + Level: 2 + Numbering diversion. Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left + Aligned at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left + 1.16", Left Effective June 1, 20172022, based on May hours, the Port shall contribute the following for Formatted: No underline continued benefits under the Retirees Welfare Trust "RWT-PLUS PLAN", and the Port shall reduce each member of the Bargaining Unit's wages by an amount equal to one half (1/2) of Formatted: Body Text, Left the monthly premium per member. Formatted: Body Text, Indent: Left: 0.16", Right: 0.17" Formatted: Font: 12 pt Effective June 1, 2018 2022 \$94.85 Formatted: Body Text, Left, Space Before: 0.05 pt Effective January 1, 2019 \$94.85 Formatted ... Effective January 1, 2020 \$TBD Formatted: Body Text, Centered, Right: 0.01", Tab stops: Effective January 1, 2021 \$TBD 2.5", Left Formatted: Body Text, Left Formatted ... ARTICLE 10 – PENSION Formatted ... 10.01 Formatted: List Paragraph, Justified, Indent: First line: 0", Right: 0.17", Space Before: 4.6 pt, Outline numbered + 10.01 Western Conference of Teamsters Pension Trust Fund. Effective as designated Level: 2 + Numbering Style: 01, 02, 03, ... + Start at: 1 + below, the Employer shall pay the amounts stated below to the Western Conference of Alignment: Left + Aligned at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left + 1.16", Left Teamsters Pension Trust Fund on account of each of its employees who perform the work listed under the classifications and wage section of this Agreement for every hour for which Formatted: Font: 10 pt Formatted: Body Text, Line spacing: Multiple 0.06 li Port of Seattle / Teamsters Local 117 Bus Drivers & Parking Service Revenue Representatives Collective Bargaining AgreementJune 1, 2018 to May 31, 2022 – Page 8-- 8

Port of Seattle – PSRRs Formatted ...

Formatted ... compensation is paid, said amounts to be computed monthly, provided that the maximum Formatted ... annual contribution shall be limited to two thousand eighty (2,080) hours: Formatted ... Formatted ... (*Program for Enhanced Early Retirement) Formatted ... Basic *PEER/84 Total Formatted ... Contribution Contribution Contribution Formatted ... Effective Rate Rate Rate Formatted ... Formatted ... 6/1/18 \$2.78 \$0.18 \$2.96 Formatted ... Basic *PEER/84 Total Formatted ... Contribution Contribution Contribution Formatted ... Effective Rate Rate Rate Formatted 6/1/22 \$2.78 \$0.18 \$2.96 ... Formatted ... Formatted The contributions required to provide the Program For Enhanced Early Retirement (PEER) will ... not be taken into consideration for benefit accrual purposes under the Plan. The additional Formatted ...

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Right: 0.17", Space Before: 4.6 pt, Outline numbered +
ARTICLE 11 -- VACATIONS Level: 2 + Numbering Style: 01, 02, 03, ... + Start at: 1 +
11.01 Alignment: Left + Aligned at: -0.84" + Indent at: 0.16", Tab
stops: 1.16", Left + 1.16", Left
11.01 At any time after the successful completion of the probationary period, employees Formatted: Font: 11.5 pt
may request and use vacation leave of up to the number of hours accrued at the time of the Formatted: Body Text, Left, Space Before: 0.35 pt
desired vacation date. Vacation hours shall be accrued hourly based on straight time hours
Formatted
paid based on the following accrual rates: ...
Formatted ...
Five (5) daysTen (10) days' vacation during the first (1st) year of service (0.0192308 x 2080 Formatted: Body Text, Indent: Left: 0.66"
annual hours = 5 days per year) Formatted: Font: 11.5 pt
Formatted ...
Ten (10) days vacation during the second (2nd) through the fourth (4th) years of service Formatted ...
(0.038461 x 2080 annual hours = 10 days per year) Formatted: Body Text, Indent: Left: 0.66"
Formatted: Font: 11.5 pt
Fifteen (15) daysdays' vacation during the fifth (5th) through the ninth (9th) years of Formatted ...
service (0.05769231 x 2080 annual hours =15 days per year) Formatted: Font: 10 pt
Formatted: Body Text, Line spacing: Multiple 0.06 li
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Twenty (20) daysdays' vacation during the tenth (10th) year of service through the Formatted ...
fifteenth (15th) years of service (0.0769231 x 2080 annual hours = 20 days per year) Formatted: Body Text, Indent: Left: 0.66", Line spacing:
Multiple 0.98 li
Twenty-one (21) daysdays' vacation during the sixteenth (16th) year of service and Formatted: Font: 11.5 pt
beyond. (0.080693 x 2080 annual hours = 21 days per year). Formatted: Body Text, Indent: Left: 0", Space Before: 0.4
pt
Vacation pay shall be calculated on the basis of an employee's straight-time hourly wage. Formatted ...
Formatted: Body Text, Indent: Left: 0.66"
11.02 11.02 When paid holidays, as outlined in Article 8 of this Agreement, Formatted: No underline, Font color: Auto
fall within an employee's vacation period, employees shall receive holiday pay and will not have Formatted: Body Text, Space Before: 0.05 pt
vacation deducted that day. Formatted ...
Formatted: Body Text, Left, Indent: Left: 0.16"
11.03 11.03 Whereas the Port and the Union recognize the importance of Formatted: Font color: Auto
employees utilizing accrued vacation leave to promote and enhance their mental and physical
Formatted: Body Text, Left
well-being, employees shall attempt to use vacation leave during the year in which it is earned.
To that Formatted: List Paragraph, Justified, Indent: First line: 0",
Right: 0.17", Outline numbered + Level: 2 + Numbering
Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left + Aligned
at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left +
1.16", Left
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Formatted ...

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Port of Seattle – PSRRs Formatted ...

end, an annual vacation bid process shall be conducted and additional vacation request Formatted ...
procedures are established as outlined in Article 19. Formatted ...

Formatted ...
11.04 11.04 Employees are strongly urged to take vacation in the year Formatted ...
following the eligibility date when it was earned. No more than two hundred forty (240) hours Formatted ...
of vacation may be carried over at any time.

Formatted ...
Formatted ...
11.05 11.05 Employees must use all accrued vacation and sick leave prior ...
to using leave without pay. Leave without pay must be approved by management in advance. Formatted ...
Formatted ...

11.06 11.06 When an employee terminates following the six (6) month Formatted ...
probationary period, the Port shall pay one hundred percent (100%%) of any accrued vacation. Formatted ...
Formatted ...

11.07 11.07 Requests for cancellation of approved vacation can be made; Formatted ...
however, to insure approval, vacation cancellation requests must be submitted prior to the Formatted ...
biweekly bid process that includes the requested cancelled days. Unscheduled part time Formatted ...
employees shall not be involuntarily displaced from scheduled work due to vacation cancellation Formatted ...
of regular employees, except in cases of emergency. Emergencies may include an employee's

Formatted ...
or family member's illness, injury, or death. ...

Formatted ...
ARTICLE 12 - SICK LEAVE Formatted ...

12.01 Formatted ...
Formatted ...
12.01 Employees shall accrue sick leave at the rate of .025 per hour compensated. ...

Formatted ...
Sick Leave will accrue in two banks. Formatted ...
Formatted ...
Bank 1) Protected Sick Leave. .025 per hour worked will accrue as Formatted ...
Washington Protected Sick Leave. Employees may utilize this leave in accordance with Formatted ...
the minimum requirements of the Washington State Sick Leave Law, RCW 49.46.210. Formatted ...
Employee's Employees shall be notified on each paystub of the amount of Protected Formatted ...
Sick Leave they are entitled to use for authorized purposes as defined by the law Formatted ...
(Appendix B). . Employees shall be entitled to carry over up to a maximum of forty (40) Formatted ...
hours of accumulated Protected Sick Leave into the following calendar year.

Formatted ...
Bank 2) Paid Sick Leave. .025 will accrue as Paid Sick Leave per hour Formatted ...
compensated, but not worked. Formatted ...
Formatted ...
On January 1st of every calendar year Protected Sick Leave in excess of forty (40) hours Formatted ...
will be transferred to bank 2. Formatted ...

Formatted ...
Probationary employees shall accrue Paid Sick Leave but may not use sick leave from Formatted ...
bank 2 until they have successfully completed probation. Formatted ...
Formatted ...

Accruals in bank 2 will be computed, up to a maximum accumulation of sixty (60) days Formatted ...
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Port of Seattle – PSRRs Formatted: Body Text, Line spacing: Multiple 0.06 li

of unused Paid Sick Leave, subject to the limitations listed below. There is no limit on Formatted: Font color: Auto
the amount of Protected Sick Leave that may be accrued in a calendar year. Formatted: Font color: Auto
12.02

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12.02 Paid Sick Leave shall be used only in instances of bona fide employee illness or Formatted ...
injury (or others as required by law) resulting in absence from work as normally scheduled and Formatted: List Paragraph, Justified, Indent: Left:
0.16",
shall not be converted to any other benefit or lump sum payment upon termination except as First line: 0", Right: 0.17", Space Before: 4.65 pt,
Outline
numbered + Level: 2 + Numbering Style: 01, 02, 03, ... +
provided in 12.05 below. Start at: 1 + Alignment: Left + Aligned at: 0.16" + Indent at:
1.16", Tab stops: 1.16", Left + 1.16", Left
12.03 12.03 Paid Sick Leave and Protected Sick Leave shall be at the Formatted: Body Text, Left
employee's regular rate. Foreseen Paid Sick Leave of one (1) week or more for unscheduled Formatted: List Paragraph, Justified, Indent: Left: 0.16",
part time employees shall be charged based on their hours compensated during the preceding First line: 0", Right: 0.18", Outline numbered + Level:
2 +
Numbering Style: 01, 02, 03, ... + Start at: 1 + Alignment:
five (5) week period. Left + Aligned at: 0.16" + Indent at: 1.16", Tab stops:
1.16", Left + 1.16", Left
12.04 12.04 A physician's statement may be required after the employee is Formatted ...
off work for more than three (3) consecutive working days, was previously denied vacation Formatted: Body Text, Left
leave for the same period of time, or an established pattern of absences exists (in this instance Formatted ...
the Employer must have previously had a counseling session with the employee and given the Formatted: List Paragraph, Justified, Indent: Left:
0.16",
employee an opportunity to explain the alleged pattern, and inform the employee of the need First line: 0", Right: 0.17", Outline numbered + Level: 2
+
for a physician statement at the time of the sick call). Numbering Style: 01, 02, 03, ... + Start at: 1 + Alignment:
Left + Aligned at: 0.16" + Indent at: 1.16", Tab stops:
1.16", Left + 1.16", Left
12.05 12.05 After completion of five (5) years continuous service, an Formatted: Body Text, Left
employee who terminates shall receive payment for fifty percent (50%) of his/hertheir Formatted: List Paragraph, Justified, Indent: Left: 0.16",
accumulated Paid Sick Leave, not to exceed fifty percent (50%%) of sixty (60) days. First line: 0", Right: 0.18", Space Before: 0.05 pt, Outline
numbered + Level: 2 + Numbering Style: 01, 02, 03, ... +
Start at: 1 + Alignment: Left + Aligned at: 0.16" + Indent at:
12.06 12.06 Paid Sick Leave is not available for medical or dental 1.16", Tab stops: 1.16", Left + 1.16", Left
appointments; however, Protected Sick Leave may be utilized pursuant to RCW 49.46.210. Formatted ...
Formatted: Font: 11.5 pt
12.07 12.07 Shared Leave. Employees may participate in the Port of Formatted: Body Text, Left, Space Before: 0.55 pt
Seattle's Shared Leave Program outlined in HR-5. The Port of Seattle's Shared Leave Formatted: List Paragraph, Justified, Indent: Left: 0.16",
Program shall not be a bargainable issue. However, the Port agrees to provide advance First line: 0", Right: 0.18", Outline numbered + Level: 2 +
notice of any changes to Shared Leave to the Union. Numbering Style: 01, 02, 03, ... + Start at: 1 + Alignment:
Left + Aligned at: 0.16" + Indent at: 1.16", Tab stops:
1.16", Left + 1.16", Left

ARTICLE 13 – OTHER LEAVE Formatted: Font: Not Bold

13.01 Formatted: Body Text, Left

13.01 Paid Parental Leave. The Port shall continue to provide Paid Parental Leave to Formatted ... members of this bargaining unit. Eligibility, participation, and terms of the Paid Parental Leave Formatted ... shall be provided to the bargaining unit members as outlined in Port policy HR-5. The Port may Formatted: Body Text change or modify its Paid Parental Leave policy and/or procedures. If the Port desires a Formatted ... change/modification the Port agrees to provide the Union with advanced written notice.
Formatted

13.02 ...

13.02 Paid Family Leave. The Port shall comply with the requirements of the Formatted ... Washington Paid Family and Medical Leave Act and shall have full discretion on meeting those Formatted: Font: 12 pt requirements (e.g. Voluntary Plan), which shall not be subject to the grievance procedure or to Formatted ... any other provision of this Agreement or to negotiation by the Union. However, the Port agrees, Formatted ... that for the term of this agreement, the Port shall make contributions to the chosen plan (i.e. Formatted: Font: 10 pt State, Approved Voluntary) on the employee's behalf. Formatted: Body Text, Line spacing: Multiple 0.06 li
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ARTICLE 14 - WORKERS COMPENSATION AND WORKPLACE ACCOMMODATION Formatted ...

14.01 Formatted: Space Before: 4.45 pt

14.01 Supplemental Pay. At the employee's discretion, an employee may use sick Formatted: Font: 12 pt leave during approved workers compensation time-loss periods. Sick leave supplements will Formatted ... be paid in amounts sufficient to bring the total pay up to the normal bi-weekly rate. When sick Formatted: List Paragraph, Justified, Indent: First line: 0", leave is exhausted, vacation leave may be paid in the same proportion as described for sick Right: 0.17", Space Before: 4.6 pt, Outline numbered + leave to bring total pay up to the normal bi-weekly rate. Level: 2 + Numbering Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left + Aligned at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left + 1.16", Left

14.02 14.02 Disability Case Management. The Port of Seattle will provide Formatted: Body Text, Tab stops: Not at 0.8"

all employees with reasonable accommodation and return-to-work assistance as determined Formatted ... on a case-by-case basis. Appropriate Port of Seattle personnel will work with the employee to Formatted: List Paragraph, Justified, Indent: First line: 0",

comply with any and all legal requirements and insurance policies. Such legal requirements Right: 0.17", Outline numbered + Level: 2 + Numbering and insurance policies may include the Americans with Disabilities Act (ADA), the Family and Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left + Aligned

at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left +

Medical Leave Act (FMLA), the Family Care Act (FCA), workers compensation and long term 1.16", Left disability insurance.

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14.03 14.03 Declining Light Duty. In the event a light duty assignment is Formatted ...

offered by the Port and the employee chooses not to accept such assignment, as provided by Formatted: List Paragraph, Justified, Indent: First line: 0",

law, the employee will not be eligible to receive time-loss compensation. Employees are not Right: 0.17", Outline numbered + Level: 2 + Numbering required to accept any assignment that would exceed the restrictions set by their attending Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left + Aligned

at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left +

physician(s) of record. 1.16", Left

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ARTICLE 15 - BEREAVEMENT LEAVE Formatted: Body Text, Left

15.01 Formatted ...

15.01 An employee who suffers a death in his/hertheir immediate family shall be eligible Formatted: Font: 12 pt

for five (5) days bereavement leave, which shall be granted by the Port subject to the following Formatted ...

conditions: Formatted ...

Formatted: Body Text, Left

a. The Port shall pay compensation at the employee's regular rate of pay for three

Formatted

a. (3) of the five (5) days. The two (2) days for which the Port is not ...

Formatted

compensating can, with the employee's permission, be paid through use of ...

vacation or personal holidays, except when those days fall on the employee's Formatted ...

normal days off. When the two (2) uncompensated days fall on the employee's

normal days off, that employee shall not be paid for those two (2) days. Formatted: Body Text

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b. The employee attends the funeral, wake, memorial service, or provides official

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documentation. ...

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c. Immediate family shall be defined as wife, husband, daughter, son, mother, Formatted: Body Text

father, sister, brother, aunt, uncle, mother-in-law, father-in-law, son-in-law, Formatted: Font: 12 pt

daughter-in-law, brother-in-law, sister-in-law, grandparents, grandchildren, step- Formatted ...

parents, step-siblings, step-children, and spouse's grandparents, aunt, uncle. Formatted ...

Immediate family shall also include domestic partners and their respective Formatted: Font: 10 pt

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relatives listed above.

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d. Compensation for bereavement leave shall cover only time lost during the Formatted: Font: 12 pt

employee's scheduled workweek.

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Formatted: Body Text, Line spacing: Multiple 0.06 li
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The employee may be allowed up to an additional two (2) days of paid leave in consideration of the distance to the funeral or to the extent of the employee's involvement with arrangements for the deceased.

Formatted: Font: 11.5 pt
Paid bereavement leave for regular part time and unscheduled part time shall be pro-rated Formatted: Body Text, Left, Indent: Left: 0", First line: 0", based on the average daily work schedule per week calculated over a five (5)-week period. Space Before: 0.55 pt

Formatted: Body Text
ARTICLE 16 - JURY DUTY AND COURT TIME Formatted ...
16.01

16.01 After thirty (30) days of continuous employment, an employee covered by this Formatted: List Paragraph, Justified, Indent: First line: 0", Right: 0.17", Space Before: 4.6 pt, Outline numbered + Agreement who shall be summoned for jury duty shall, upon submission of proper evidence of Level: 2 + Numbering Style: 01, 02, 03, ... + Start at: 1 + his/hertheir attendance in court, be paid his/hertheir regular rate of pay for the actual hours lost Alignment: Left + Aligned at: -0.84" + Indent at: 0.16", Tab

(but not to exceed eight (8) hours per day or forty (40) hours per week), less any compensation stops: 1.16", Left + 1.16", Left he/shethey received as a juror. If an employee is released from jury duty and has at least four Formatted ... (4) hours of his/hertheir shift remaining, he/shethey shall immediately report back to work for the Formatted: Font: Not Bold, No underline remainder of the shift. Formatted: Body Text, Left, Space Before: 0.05 pt
Formatted ...

16.02 16.02 An employee who is called upon by the Port to serve as a Formatted: List Paragraph, Justified, Indent: First line: 0", witness in a court case or arbitration involving the Port of Seattle shall be paid his/hertheir regular Right: 0.17", Outline numbered + Level: 2 + Numbering Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left + Aligned rate of pay while performing such witness service during his/hertheir normal shift schedule. An at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left + employee performing such witness service outside of his/hertheir normal work schedule shall 1.16", Left be paid for a minimum of three (3) hours at the overtime rate for each court appearance Formatted: Body Text, Left required. Time required in court for such witness service in excess of three (3) hours shall also Formatted: List Paragraph, Justified, Indent: First line: 0", be compensated for at the overtime rate. To verify time in excess of three (3) hours spent in Right: 0.17", Space Before: 0.05 pt, Outline numbered + Level: 2 + Numbering Style: 01, 02, 03, ... + Start at: 1 + court, an employee shall submit to the Port a time slip signed by an official of the court. Alignment: Left + Aligned at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left + 1.16", Left

16.03 16.03 Any fees received from the court by an employee who is a Formatted: Expanded by 2 pt required witness in a Port-related court appearance shall be turned over to the Port. The Port Formatted: Body Text, Left shall reimburse an employee for mileage paid by the court when such employee is a required Formatted ... witness in a Port- related court case. Formatted ...

Formatted: List Paragraph, Justified, Indent: First line: 0",
ARTICLE 17 - HOURS OF WORK AND OVERTIME Right: 0.17", Space Before: 4.6 pt, Outline numbered +

17.01 Level: 2 + Numbering Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left + Aligned at: -0.84" + Indent at: 0.16", Tab
17.01 Regular Full Time. Eight (8) hours shall constitute a workday and five (5) full stops: 1.16", Left + 1.16", Left eight (8) hour days shall constitute a workweek. For payroll purposes the workweek is defined Formatted ... as Sunday through Saturday. For ThePSRR the eight (8) hour day shall be worked within an Formatted: Body Text, Left, Space Before: 0.05 pt eight and one half (8.5) hour period in each of the five (5) days. For bus drivers the eight (8) Formatted: Expanded by 2 pt hour day shall be worked within an (8) hour period in each of the five (5) days. Regular full time Formatted: List Paragraph, Justified, Indent: First line: 0",

work schedule will include two (2) consecutive days off. Right: 0.18", Outline numbered + Level: 2 + Numbering Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left + Aligned at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left +

17.02 17.02 Regular Part Time. A work day shall consist of one or more 1.16", Left

work shifts totaling no more than eight (8) hours (exclusive of unpaid meal periods for PSRR). Formatted: Font: 10 pt
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). Regular part time work schedules shall be twenty (20) to thirty-six (36) hours per week and Formatted: Expanded by 2 pt
will include two (2) consecutive days off. Part time schedules of less than five (5) days may not Formatted: Condensed by 0.65 pt
have all work days scheduled consecutively. Example: Work shifts on Sunday, Monday, Formatted: Condensed by 0.7 pt
Thursday and Friday; Days off Tuesday, Wednesday, Saturday. Formatted: Expanded by 2 pt
Formatted: Condensed by 0.6 pt
17.03
Formatted: Condensed by 0.55 pt
Formatted: Condensed by 0.7 pt
Formatted: Condensed by 0.55 pt
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17.03 **Unscheduled Part Time Employees.** Unscheduled part time employees are Formatted ...
employees who do not have a regular full time or regular part time schedule and have no Formatted: List Paragraph, Justified, Indent: First line: 0",
guarantee of hours. Unscheduled part time employees are employees who bid on variable Right: 0.17", Space Before: 4.45 pt, Outline numbered +
Level: 2 + Numbering Style: 01, 02, 03, ... + Start at: 1 +
work week schedules during the biweekly bid process and are offered additional hours of work Alignment: Left + Aligned at: -0.84" + Indent at: 0.16",
Tab
by seniority according to the procedures set forth in Article 1517, below. stops: 1.16", Left + 1.16", Left
Formatted: Body Text, Left
17.04 **Variable Weekly Work Schedule Definition.** Variable weekly Formatted ...
work schedules are work schedules comprised of hours of coverage needed in excess of those Formatted: List Paragraph, Justified, Indent: First
line: 0",
covered by regular full time and regular part time schedules and include coverage, as needed, Right: 0.17", Outline numbered + Level: 2 +
Numbering
in the absence of employees with regular full and regular part time schedules. Variable weekly Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left +

Aligned

at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left +
work schedules may consist of one or more daily work shifts totaling no more than eight (8) 1.16", Left
hours (exclusive of unpaid meal periods for PSRR) and must include one day off in each work
week. Variable weekly work schedules are assigned using the processes outlined in Section
19.03, below.

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17.05 17.05 Relief Periods Formatted ...

Formatted: List Paragraph, Justified, Indent: Left: 0.16",

a. PSRRs. A thirty (30) minute unpaid meal period and two (2) fifteen (15) minute Outline numbered + Level: 2 + Numbering Style: 01, 02, 03,
... + Start at: 1 + Alignment: Left + Aligned at: -0.84" +

paid rest periods are established for each eight and one-half (8-1/2) hour shift. If Indent at: 0.16", Tab stops: 1.16", Left + 1.16", Left

a PSRRan employee does not get a break during a shift, the PSRRemployee shall Formatted: Font: Not Bold

be paid at the overtime rate for missing the break.

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The scheduling of such meal period and rest periods for an individual PSRR shall ...

be as follows: The fifteen (15) minute breaks shall be scheduled approximately Formatted: List Paragraph, Justified, Right: 0.17", Outline
numbered + Level: 3 + Numbering Style: a, b, c, ... + Start at:

midpoint of each half (1/2) shift and the meal period shall start no earlier than 1 + Alignment: Left + Aligned at: 0.66" + Indent at: 1.16",

three (3) hours nor later than the beginning of the fifth (5th) hour from the start of Tab stops: 1.16", Left

the shift. Formatted: Body Text, Left, Space Before: 0.1 pt

Formatted: Body Text, Justified, Indent: Left: 1.16", Right:

A PSRRAn employee who is anticipated to, or works more than three (3) hours 0.17", Line spacing: Multiple 0.99 li

beyond their normally scheduled quitting time shall have a one-half (1/2) hour Formatted ...

unpaid meal period either between shifts or during their shift extension, or one- Formatted: Body Text, Left, Space Before: 0.25 pt

half (1/2) hour of additional pay at the overtime rate if not afforded the meal Formatted: Body Text, Justified, Indent: Left: 1.16", Right:
period. 0.17"

Formatted ...

b. BUS DRIVERS. Meal and rest periods may be combined to provide a forty-five (45) Formatted: Body Text, Left
minute or a one (1) hour PAID meal period for each five (5) to eight (8) hour shift. No

other scheduled or relieved breaks are provided.

Drivers working less than eight (8) hours shall be eligible for the thirty (30) minute

meal period and one 15 rest period for shifts between five (5) and seven (7) hours.

Drivers working a shift in excess of seven (7) hours shall be entitled to the thirty (30)

minute meal period and two (2) fifteen (15) minute rest periods. Drivers working less Formatted: Font: 10 pt

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than five (5) hours shall receive one fifteen (15) minute rest period.

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The scheduling of such meal period for individual bus drivers shall be at the discretion

of the Port based on appropriate manpower utilization and accommodating to the flow Formatted: List Paragraph, Justified, Right: 0.18", Outline
numbered + Level: 3 + Numbering Style: a, b, c, ... + Start at:

of traffic during each shift. However, the meal period shall start no earlier than three 1 + Alignment: Left + Aligned at: 0.66" + Indent at: 1.16",

(3) hours or later than the beginning of the fifth (5th) hour from the start of the shift. Tab stops: 1.16", Left

A bus driver who works through the lunch break shall be paid one-half (1/2) hour of Formatted: Body Text, Left, Indent: First line: 0"

overtime. Formatted ...

Formatted: Font: Not Bold, No underline

A bus driver who is anticipated to, or works more than three (3) hours beyond his/her Formatted: Body Text, Left

normally scheduled quitting time shall have a one-half (1/2) hour meal period either Formatted ...

between shifts or during his/her shift extension, or one-half (1/2) hour of additional pay Formatted: Expanded by 2 pt

at the overtime rate if not afforded the meal period. Formatted: Body Text, Left

Formatted: Expanded by 2 pt

c.b. ALL BARGAINING UNIT EMPLOYEES. During overtime hours, employees shall be

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entitled to the same meal periods and/or rest periods that the employee they are

covering would have had. Formatted: Font color: Auto

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During overtime hours when an employee is working a special assignment, Formatted: Condensed by 0.1 pt
breaks and meal periods will be provided as practicable. Formatted: Condensed by 0.1 pt

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Employees may be required to report to work or work extended hours in Formatted: Condensed by 0.1 pt
emergency conditions. Employees required to stay overnight or between shifts Formatted: Condensed by 0.25 pt
will be provided reasonable accommodations and subsistence. Formatted: Condensed by 0.1 pt

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17.06 17.06 Overtime. Time worked in excess of eight (8) hours in any

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twenty-four (24) hour period shall be considered overtime and shall be paid for at the rate of
one and one-half (1.5) times the employee's regular rate of pay; unless such period of work is Formatted: Condensed by 0.1 pt
as a result of the employee's following shift beginning within the twenty-four (24) hour period; Formatted: Condensed by 0.15 pt
and the employee has had ten (10) hours off before returning to work, in which case the time Formatted: Condensed by 0.05 pt
will be considered Formatted: Condensed by 0.35 pt

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Port of Seattle / Teamsters Local 117 Bus Drivers & Parking Service Revenue Representatives

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straight-time. Employees may voluntarily work a shift with at least eight (8) but less than ten Formatted ...
(10) hours off on the first day of the bi-weekly bid without triggering overtime under this Formatted ...

provision. Formatted: Body Text, Left, Indent: Left: 0.16"

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Time compensated in excess of forty (40) straight-time hours in any one (1) employee's

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workweek shall be considered overtime and shall be paid for at the rate of one and one-half

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(1.5) times the employee's regular rate of pay.

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Overtime shall be paid on one basis only, and there shall be no compounding or pyramiding of Formatted: Font: 12 pt

overtime. The overtime rate shall be calculated based upon an employee's shift differential, if Formatted ...

applicable, as provided in Article 20 (c). b). On no occasion shall the Port offer time off in lieu Formatted: Body Text, Indent: Left: 0.16", Right: 0.17"
of overtime.

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ARTICLE 18 - CALL BACK Formatted: Body Text, Space Before: 0.05 pt

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When an employee is called back the same day, after the completion of a day's work, and after Formatted: Font: 8 pt
leaving the Employer's premises, a minimum of four (4) hours shall be paid at the applicable

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rate of pay. Employees who are called back for failure to complete in a satisfactory manner

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work which has been assigned shall not be eligible for the four (4) hours' minimum pay provided Space Before: 4.6 pt
by this Article. Formatted ...

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ARTICLE 19 - SCHEDULE AND VACATION BIDDING

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19.01

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19.01 Annual Work Schedule and Vacation Bid for Regular Full Time, Regular Part Formatted ...
Time, and Unscheduled Part Time employees. Regular full time and regular part time work
schedules shall be bid once per calendar year in order of seniority by the following procedure.
Regular part time bid lines shall only be created by mutual agreement of the parties. Formatted: Body Text, Left, Space Before: 0.05 pt, After: 0
pt, Line spacing: single
Formatted: List Paragraph, Justified, Right: 0.17", Space
1. Available work schedules shall be posted and distributed to employees at least After: 0 pt, Add space between paragraphs of the same style,
one week prior to the start of the bid process. The bid process shall begin by Line spacing: single, Outline numbered + Level: 3 +
November 5 of each year with a bid preference sheet and seniority list. Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left +
Aligned at: 0.66" + Indent at: 1.16", Tab stops: 1.16", Left
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2. Each employee will bid their preferred schedule by seniority. Each employee shall
Formatted: Condensed by 0.1 pt
bid their shift and vacation at the same time.
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3. The bid work schedules will be posted and distributed to staff no later than 48 Formatted ...
hours after the bid is completed. A copy of the schedule will also be sent to the Formatted ...
Union. The vacation calendar will be posted in the Toll Plaza and the initial Formatted ...
vacation bid will be also posted at Shelter 1. . Formatted ...
Formatted ...
4. New schedules will start the first day of the first bi-weekly bid of the New Year. Formatted ...
Formatted ...
More frequent schedule revisions may be necessary due to operational changes. If schedules Formatted: Font: 10 pt
require revisions of greater than fifteen (15) minutes to the start and or quit time, the Port and Formatted: Body Text, Line spacing: Multiple 0.06 li
Port of Seattle / Teamsters Local 117 Bus Drivers & Parking Service Revenue Representatives
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the Union will meet in good faith to arrive at an alternative schedule. Such changes will require Formatted: Font: 12 pt, Condensed by 0.6 pt
the Union's agreement, to the extent required by law. Formatted: Font: 12 pt, Condensed by 0.6 pt

19.02 Formatted: Font: 12 pt, Condensed by 0.55 pt

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Formatted: Font: 12 pt, Condensed by 0.6 pt
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19.02 Vacation Bidding. Formatted: Condensed by 0.1 pt
Formatted: Font: 8 pt, Not Strikethrough

1. Employees will have from 0000 to 2400 on their assigned bid day to select their Formatted: Body Text, Left, Space After: 0 pt, Line spacing: single and vacation time. Formatted: List Paragraph, Justified, Right: 0.18", Space

Formatted: List Paragraph, Justified, Right: 0.18", Space

2. If an employee is unavailable during the bid process, he/shethey will leave a list Before: 4.6 pt, After: 0 pt, Add space between paragraphs of the same style, Line spacing: single, Outline numbered +

of preferred shifts and daysdays' vacation dates in a locked proxy box prior to Level: 3 + Numbering Style: 1, 2, 3, ... + Start at: 1 + their assigned bid day. Note: The number of preferences must equal the seniority Alignment: Left + Aligned at: 0.66" + Indent at: 1.16", Tab stops: 1.16", Left of the employee.

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Three (3) vacation slots per day will be made available per classification during the annual Formatted: List Paragraph, Justified, Right: 0.17", Space After: 0 pt, Add space between paragraphs of the same style,

vacation bid process, limited to a maximum two (2) off on any shift. Additional requests for Line spacing: single, Outline numbered + Level: 3 + vacation leave from all bargaining unit members will be first come/first serve and approved Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left +

Aligned at: 0.66" + Indent at: 1.16", Tab stops: 1.16", Left

consistent with operational staffing needs. In general, requests for use of vacation leave shall be granted, when the request is made prior to the initial posting of the biweekly bid process for Formatted ...

the dates requested, provided there is adequate coverage available. Formatted: Body Text, Left, Space After: 0 pt, Add space

between paragraphs of the same style, Line spacing: single

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Requests to cancel approved vacation shall be considered based on operational impact. To Space After: 0 pt, Line spacing: single

insure approval, vacation cancellation requests must be submitted prior to the biweekly bid Formatted ...

process that includes the requested cancelled days. Employees do not have a right to displace Formatted ...

another employee from scheduled work due to vacation cancellation unless cancellation is the

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result of an unforeseen personal hardship. Employees released to return to work from medial Space After: 0 pt, Line spacing: single leave may displace employees from scheduled work.

19.03 Formatted ...

19.03 Biweekly Foreseen Schedule Bid. Formatted: List Paragraph, Indent: Left: 0.16", Space

A. Before: 0.05 pt, After: 0 pt, Line spacing: single, Outline numbered + Level: 2 + Numbering Style: 01, 02, 03, ... +

A. Two Week Biweekly Bid Schedules. Two (2) week schedules will be configured Start at: 1 + Alignment: Left + Aligned at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left + 1.16", Left

by management as follows:

1. Formatted ...

1. When back fill is needed for a forty (40) hour weekly work schedule of an Formatted: List Paragraph, Right: 0.17", Space Before: 4.6 pt, After: 0 pt, Line spacing: single, Numbered + Level: 1 +

employee on leave, such schedule shall be an available schedule for bid Numbering Style: A, B, C, ... + Start at: 1 + Alignment: Left + and shall not be broken up. Weekly forty (40)-hour bid vacation Aligned at: 0.66" + Indent at: 1.16", Tab stops: 1.16", Left

+ 1.16", Left

assignments shall be offered to unscheduled part time employees in order

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of seniority, in lieu of rotation. It is agreed that when forty (40)-hour bid ...

vacation assignments offered under this Section are back-to-back, Formatted: List Paragraph, Justified, Right: 0.17", Space

After: 0 pt, Line spacing: single, Numbered + Level: 2 +

requiring two (2) periods of work without a day off, the first day of the Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left + second forty (40)-hour period will be assigned to another employee. Aligned at: 1.16" + Indent at: 1.66", Tab stops: 1.66", Left

2. Formatted: Font color: Auto

2. Individual work shifts, to be filled, will be configured into two (2) week Formatted ...

schedules; first, with weekly schedules of thirty-two (32) - forty (40) hours Formatted ...

that include at least one day off; then by combining the remaining shifts Formatted ...

while maintaining the "ten (10) hour rule". Formatted ...

3. Formatted: Font: 10 pt

3. Where possible shift rotation will be minimized. Formatted: Body Text, Line spacing: Multiple 0.06 li

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B.

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- B. The Bid Process (Foreseen). To fill foreseen staffing needs a biweekly Formatted ...
schedule bid will be conducted for variable weekly work schedules as follows: Formatted: List Paragraph, Right: 0.17", Space Before:
1. 4.45 pt, After: 0 pt, Line spacing: single, Numbered + Level:
1 + Numbering Style: A, B, C, ... + Start at: 1 + Alignment:
 1. Regular part time employees will be offered additional hours, up to forty Left + Aligned at: 0.66" + Indent at: 1.16", Tab stops:
(40) hours per week, prior to those hours being made available to 1.16", Left + 1.16", Left
unscheduled part time employees through the biweekly bid process. The Formatted ...
additional hours offered will not include forty (40) hour blocks described in Formatted: Body Text, Indent: Left: 1.66", Right: 0.17",
Article 1719.03 A (1) above. Space After: 0 pt, Line spacing: single
 2. Formatted ...
 2. On a biweekly basis, two (2) week schedules, configured according to Formatted: List Paragraph, Justified, Right: 0.18", Space
Article 1719.03 (A) above, with a preference bid sheet will be posted and After: 0 pt, Line spacing: single, Numbered + Level: 2 +
Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left +
distributed to employees. Aligned at: 1.16" + Indent at: 1.66", Tab stops: 1.66", Left
 3.
 3. The two (2) week bid schedules and bid sheets shall be posted and Formatted: List Paragraph, Justified, Right: 0.17", Space
distributed every two (2) weeks on a Saturday no later than 5:00 pm. The After: 0 pt, Line spacing: single, Numbered + Level: 2 +
Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left +
day and time will be set annually by the Employer and communicated to Aligned at: 1.16" + Indent at: 1.66", Tab stops: 1.66", Left
employees. A change to the set day and time must be communicated to Formatted ...
the Union thirty (30) days in advance unless and emergency situation Formatted
occurs such as the responsible supervisor is on unscheduled leave. ...
Formatted: List Paragraph, Justified, Right: 0.17", Space
 4. After: 0 pt, Line spacing: single, Numbered + Level: 2 +
 4. The available two (2) week bid schedules will be posted and distributed for Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left +
bid via email, employee bulletin boards in the Toll Plaza command center Aligned at: 1.16" + Indent at: 1.66", Tab stops: 1.66", Left
and the Shelter 1 driver area, and electric media as available (e.g., Formatted ...
SharePoint). Formatted: List Paragraph, Justified, Indent: Hanging: 0.5",
Space Before: 0.05 pt, After: 0 pt, Line spacing: single,
 5. Numbered + Level: 2 + Numbering Style: 1, 2, 3, ... + Start
 5. The designated day for posting shall be three (3) days prior to the bid day. at: 1 + Alignment: Left + Aligned at: 1.16" + Indent at:
1.66", Tab stops: 1.66", Left

6. Bidding shall be by seniority and each employee shall have a designated Formatted ...
bid appointment time of fifteen (15) minutes with the scheduler/supervisor Formatted: List Paragraph, Justified, Right: 0.17", Space
After: 0 pt, Line spacing: single, Numbered + Level: 2 +
on every other Wednesday following the Saturday posting. Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left +
7. Aligned at: 1.16" + Indent at: 1.66", Tab stops: 1.66", Left
7. Employees may submit a bid preference sheet prior to bid day in lieu of Formatted: List Paragraph, Justified, Right: 0.18", Space
bidding in person or by phone on bid day. After: 0 pt, Line spacing: single, Numbered + Level: 2 +
Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left +
8. Aligned at: 1.16" + Indent at: 1.66", Tab stops: 1.66", Left
8. It is the employee's responsibility to contact the scheduler/supervisor Formatted: List Paragraph, Justified, Right: 0.17", Space
during the designated fifteen (15) minute time slot to bid on a preferred After: 0 pt, Line spacing: single, Numbered + Level: 2 +
Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left +
two (2) week work schedule. Aligned at: 1.16" + Indent at: 1.66", Tab stops: 1.66", Left
9. Formatted ...
9. If an employee fails to submit their bid preference sheet prior to bid day or Formatted: List Paragraph, Justified, Right: 0.17", Space
fails to make contact during the designated time they may lose their After: 0 pt, Line spacing: single, Numbered + Level: 2 +
seniority preference for that biweekly schedule bid process. A late caller Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left +
Aligned at: 1.16" + Indent at: 1.66", Tab stops: 1.66", Left
can choose among schedules available at the time of the late call.
Formatted
10. ...
10. Employees can choose to "drop to the bottom" by stating so at their bid Formatted: Font: 10 pt
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time, declining to submit a bid or choosing not to call in on the bid day.
Unfilled schedules will be assigned in reverse seniority order including
those employees who have "dropped to the bottom".
11.

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11. The final schedules will be posted no later than 4:00 pm Thursdays for two Formatted ...
(2) week schedule starting the following Sunday. Formatted ...
19.04 Formatted: Body Text, Left, Indent: Left: 1.66", Space
19.04 Scheduling Unforeseen Hours. When additional hours not included in the After: 0 pt, Line spacing: single
biweekly bid process become available, those additional hours will be offered on a seniority Formatted ...

basis to regular part time and unscheduled part time employees who do not have forty (40) hours per week scheduled. Those employees will have the option to bypass available hours when offered if there is a lower seniority employee available to take the offered hours and that employee will not go into overtime or violate the ten (10) hour rule. As a last resort, management reserves the right to assign hours in reverse seniority order on a mandatory basis to unscheduled part time employees. When none are available overtime will be offered to regular full time employees in seniority order.

In addition to the option of bypassing work to less senior, unscheduled part time employees may decline work offered three (3) times per quarter. When an employee declines work that employee shall not be required to accept a new shift of work for twenty-four (24) hours from the start of the offered shift.

Declining work a fourth (4th) time in a quarter will result in a written warning and further incidents of declining work shall be subjected to further progressive discipline consistent with Article 23.

19.05 Scheduling Overtime. Management shall offer overtime to the most senior employee consistent with the overtime provisions in 17.06.

19.06 Trading Days Off. When an employee wishes to trade work shifts and/or days off with another employee, such trading of work shifts and/or days off shall be subject to management approval and to the following controls and conditions:

a. A trade must involve an exchange of work shift and/or days off between two employees that does not result in overtime or a violation of the ten (10) hour rule.

b. When a "trade" involving days off occurs, paychecks may fluctuate to reflect actual hours worked. Management may deny any trade that results in payment of any applicable overtime rate-of-pay for any party involved in the trade. In each case, days off must be taken within two (2) weeks of when a "trade" occurs.

c. Employees must give management notice in writing of a requested trade at least twenty-four (24) hours in advance of the proposed trade dates.

19.07 Labor/Management Review. The Parties may agree to meet from time-to-time to discuss issues that may arise concerning the scheduling procedures.

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ARTICLE 20 - CLASSIFICATIONS AND RATES OF PAY

(a) PSRR Years of Service Rate

Entry \$18.49
After 1 year \$18.77
After 2 years \$19.22

After 3 years \$20.08

After 4 years \$20.93

After 5 years \$21.78 Formatted: Condensed by 0.15 pt
After 6 years \$22.64 Formatted: Condensed by 0.25 pt
After 7 years \$23.49 Formatted: No underline
After 8 years \$24.34 Formatted: Space Before: 4.45 pt
After 9 years \$25.20
After 10 years \$26.05

Effective June 1, 2018, base rates for employees still employed in this bargaining unit on the date of the Union's ratification of this agreement shall be increased by three percent (3%).

Effective June 1, 2019, base wage rates for employees still employed in this bargaining unit on the date of the Union's ratification of this agreement shall be increased by one hundred percent (100%) of the October through October Seattle/Tacoma/Bellevue CPI-U, zero to six percent (0-6%).

Effective June 1, 2020, base wage rates shall be increased by one hundred percent (100%) of the October through October Seattle/Tacoma/Bellevue CPI-U, zero to six percent (0-6%). Should the increase be less than three percent (3%) but equal to or greater than zero percent (0%), all employees shall receive a lump sum in the amount of the difference between the October through October Seattle/Tacoma/Bellevue CPI-U and three percent (3%) of their W-2 gross wages paid during the previous twelve (12) months (i.e. June 1, 2019 through May 31, 2020). In the event there is a lump sum payment, employees who have experienced unpaid protected leave during the previous twelve (12) months will have the lump sum calculation based on hours they would have otherwise been scheduled to work during the previous twelve (12) months (excluding overtime).

Effective June 1, 2021, base wage rates shall be increased by one hundred percent (100%) of the Formatted: Body Text, Left, Space Before: 0.25 pt, Tab

October through October Seattle/Tacoma/Bellevue CPI-U, zero to six percent (0-6%). Should the stops: Not at 0.44"

increase be less than three percent (3%) but equal to or greater than zero percent (0%), all employees shall receive a lump sum in the amount of the difference between the October through October Seattle/Tacoma/Bellevue CPI-U and three percent (3%) of their W-2 gross wages paid during the previous twelve (12) months (i.e. June 1, 2020 through May 31, 2021). In the event there is a lump sum payment, employees who have experienced unpaid protected leave during the previous twelve (12) months will have the lump sum calculation based on hours they would Formatted: Condensed by 0.2 pt have otherwise been scheduled to work during the previous twelve (12) months (excluding Formatted: Condensed by 0.1 pt overtime). Formatted: Font: 10 pt

Lead PSRR: Formatted: Body Text, Line spacing: Multiple 0.06 li

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Port of Seattle -- PSRRs Formatted: Body Text, Line spacing: Multiple 0.06 li

In the event the Port creates a Lead PSRR assignment, the Port agrees to provide notice and Formatted: Font: 12 pt negotiate any mandatory subjects requested. Formatted ...

Effective June 1, Formatted: Body Text, Left

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(b) BUS DRIVER Years of Service Rate

Entry \$20.93

After 6 mo. \$21.27

After 1 year \$22.14

After 2 years \$22.99

After 3 years \$23.84

After 4 years \$24.70

After 5 years \$25.55

After 6 years \$26.40

After 7 years \$27.26

Effective June 1, 2018, base rates for employees still employed on the date of the Union's ratification of this agreement shall be increased by three percent (3%).

Effective June 1, 2019-2022, base wage rates for employees still employed in this bargaining Formatted: Body Text, Indent: Left: 0.16", Right: 0.27", unit on the date of the Union's ratification of this agreement shall be increased by one hundred Space Before: 4.6 pt, Tab stops: Not at 0.44" percent (100%) of the October through October Seattle/Tacoma/Bellevue CPI-U, zero to six percent (0-6%). % plus two percent (2%).

(a) PSRR Formatted: Underline, Condensed by 0.2 pt

Years of Service Rate
Entry \$20.84
After 1 year \$21.15
After 2 years \$21.65
After 3 years \$22.63
After 4 years \$23.59
After 5 years \$24.55
After 6 years \$25.52
After 7 years \$26.47
After 8 years \$27.43
After 9 years \$28.39
After 10 years \$29.35 Formatted: Body Text, Left, Space Before: 0.25 pt, Tab stops: Not at 0.44"
Lead PSRR: Formatted ...
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In the event the Port creates a Lead PSRR assignment, the Port agrees to provide notice and negotiate any mandatory subjects Formatted: Font: 10 pt
requested.Effective June 1, 2020, base wage rates shall be increased by one hundred percent
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Port of Seattle / Teamsters Local 117 Bus Drivers & Parking Service Revenue Representatives
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(100%) of the October through October Seattle/Tacoma/Bellevue CPI-U, zero to six percent (0-6%). Should the increase be less than three percent (3%) but equal to or greater than zero percent (0%), all employees shall receive a lump sum in the amount of the difference between the October through October Seattle/Tacoma/Bellevue CPI-U and three percent (3%) of their W-2 gross wages paid during the previous twelve (12) months (i.e. June 1, 2019 through May 31, 2020). In the event there is a lump sum payment, employees who have experienced unpaid protected leave during the previous twelve (12) monthswill have the lump sum calculation based on hours they would have otherwise been scheduled to work during the previous twelve (12) months (excluding overtime).

Effective June 1, 2021, base wage rates shall be increased by one hundred percent (100%) of the October through October Seattle/Tacoma/Bellevue CPI-U, zero to six percent (0-6%). Should the increase be less than three percent (3%) but equal to or greater than zero percent (0%), all
Formatted
employees shall receive a lump sum in the amount of the difference between the October through ...
October Seattle/Tacoma/Bellevue CPI-U and three percent (3%) of their W-2 gross wages paid Formatted: Heading 1, Indent: Hanging: 0.5", Numbered +
Level: 1 + Numbering Style: a, b, c, ... + Start at: 1 +
during the previous twelve (12) months (i.e. June 1, 2020 through May 31, 2021). In the event Alignment: Left + Aligned at: 0.66" + Indent at: 1.16", Tab
there is a lump sum payment, employees who have experienced unpaid protected leave during stops: 1.16", Left + 1.16", Left
the previous twelve (12) monthswill have the lump sum calculation based on hours they would Formatted: Font: 8 pt, Bold
have otherwise been scheduled to work during the previous twelve (12) months (excluding Formatted: Body Text, Indent: Left: 0", First line: 0"
overtime). Formatted ...
Formatted: List Paragraph, Indent: Hanging: 0.5", Space
Effective June 1, 2018, Bus Drivers with at least twelve (12) months of service who meet the Before: 4.6 pt, Numbered + Level: 2 + Numbering Style:
1,
eligibility requirement of no driver caused accidents in the twelve (12) months prior to June 1, 2018 2, 3, ... + Start at: 1 + Alignment: Left + Aligned at:
1.16" +
Indent at: 1.66", Tab stops: 1.66", Left + 1.66", Left
shall receive a one percent (1%) wage premium for the following twelve (12) months. Formatted: Body Text, Indent: Left: 0", Space Before: 0.4
pt
Effective June 1, 2019, Bus Drivers with at least twelve (12) months of service who meet the Formatted ...
eligibility requirement of no driver caused accidents in the twelve (12) months prior to June 1, 2019 Formatted ...
shall receive a one percent (1%) wage premium for the following twelve (12) months.
Formatted ...
Effective June 1, 2020, Bus Drivers with at least twelve (12) months of service who meet the Formatted: Table Paragraph, Left, Indent: Left: 0.03",
Line
spacing: Exactly 12.6 pt

eligibility requirement of no driver caused accidents in the twelve (12) months prior to June 1, 2020
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shall receive a one percent (1%) wage premium for the following twelve (12) months. spacing: Exactly 12.6 pt
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Effective June 1, 2021, Bus Drivers with at least twelve (12) months of service who meet the 0.03", Line spacing: Exactly 12.6 pt
eligibility requirement of no driver caused accidents in the twelve (12) months prior to June 1, 2021 Formatted Table
shall receive a one percent (1%) wage premium for the following twelve (12) months. Formatted: Condensed by 0.1 pt
Formatted

(c) ...

Formatted: Condensed by 0.25 pt

(b) SHIFT DIFFERENTIALS: Formatted: Condensed by 0.2 pt

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1. 1. Shifts shall be identified by starting times, as follows: Formatted: Table Paragraph, Left, Indent: Left: 0.18"

Formatted: Table Paragraph, Right, Indent: Left: 0", Right:

Day Shift: From: 4:00 a.m. To: 11:59 a.m. 0.03", Tab stops: 0.43", Left

Swing Shift: From: 12:00 noon To: 7:59 p.m. Formatted: Font: 10 pt

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Port of Seattle / Teamsters Local 117 Bus Drivers & Parking Service Revenue Representatives

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Graveyard Shift: From: 8:00 p.m. To: 3:59 a.m. Formatted ...

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2. 2. Employees assigned to a swing shift shall receive seven and one-half Formatted: Condensed by 0.25 pt

percent (7.5%) per hour above their regular classification rate [as listed in Formatted: Condensed by 0.2 pt

items (a) or (b) above]. Employees assigned to graveyard or relief shifts

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shall receive ten percent (10%) per hour above their regular classification spacing: Exactly 12.6 pt

rate [as listed in items (a) or (b) above]. Formatted: Table Paragraph, Left, Indent: Left: 0.18", Line

spacing: Exactly 12.6 pt

(c) (d) TRAINING PAY: Employees assigned to training duties shall be Formatted: Table Paragraph, Right, Indent: Left: 0", Right:

compensated at one dollar (\$1.00) per hour premium for time spent performing 0.03", Line spacing: Exactly 12.6 pt, Tab stops: 0.43", Left

those duties. Formatted: Body Text, Left, Indent: Left: 0", First line: 0"

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Formatted: List Paragraph, Right: 0.26", Space Before:

0.05 pt, Numbered + Level: 1 + Numbering Style: a, b, c, ... +

Start at: 1 + Alignment: Left + Aligned at: 0.66" + Indent at:

1.16", Tab stops: 1.16", Left + 1.16", Left

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Port of Seattle – PSRRs Formatted: Body Text, Line spacing: Multiple 0.06 li

ARTICLE 21 - PROBATIONARY EMPLOYEES Formatted ...

Formatted: Space Before: 4.45 pt

After employment, PSRRs and bus drivers shall be on probationary status for a working Formatted: Body Text, Justified, Indent: Left: 0.16", Right: equivalent of six (6) months. The probationary period may be extended an additional three (3) 0.18", Space Before: 4.6 pt months by mutual agreement between the employee, the Port and the Union. Formatted: Expanded by 2 pt

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ARTICLE 22 - NON-DISCRIMINATION Formatted ...

It is mutually agreed between the Port and the Union that there shall be no discrimination Formatted: Body Text, Justified, Indent: Left: 0.16", Right: against any employee or applicant for employment or against any Union member or applicant 0.17", Space Before: 4.6 pt for membership because of race, ethnicity, color, creed, national origin, ancestry, sex, Formatted ...

pregnancy, gender identity or expression, age (over 40), sexual orientation, religion, military status, disability, marital status, citizenship status, political ideology, veteran status, the presence of any physical or mental disability, whistleblower status, use of workers' compensation, Family Medical Leave Act (FMLA) use, or any other category protected by applicable federal, state, or local law. , regulations, and ordinances.

The Port and the Union are committed to promoting equity, diversity and inclusion in the workplace. The Port refers to equity as the fair treatment, access, opportunities, and advancement for all people while striving to identify and eliminate barriers that have prevented the full participation of historically oppressed communities.

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ARTICLE 23 - HANDLING OF DISCIPLINARY MATTERS Formatted ...

23.01 Formatted ...

23.01 Just Cause. The Port shall not discipline or discharge any employee without just Formatted: List Paragraph, Justified, Indent: First line: 0", cause. Right: 0.17", Space Before: 4.65 pt, Outline numbered +

Level: 2 + Numbering Style: 01, 02, 03, ... + Start at: 1 +

Alignment: Left + Aligned at: -0.84" + Indent at: 0.16", Tab

23.02 23.02 Investigation Meetings. The Employer shall recognize the stops: 1.16", Left + 1.16", Left

right of an employee to union representation in an investigation/fact-finding meeting that could Formatted: Font: 11.5 pt

lead to the discipline of the employee. An employee who waives this right shall acknowledge Formatted: Body Text, Left, Space Before: 0.55 pt such in writing. Formatted ...

Formatted: List Paragraph, Justified, Indent: First line: 0",

23.03 23.03 Written Warning Notices. If a written warning notice involves Right: 0.17", Outline numbered + Level: 2 + Numbering

a specific incident or violation, such notice, to be considered valid, must be issued within Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left + Aligned at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left +

fourteen (14) calendar days after the Port became aware of the occurrence of such incident or 1.16", Left

violation claimed by the Port. The timeline to issue written warning notices may be occasionally Formatted: Body Text, Left

extended in order for the Employer to perform a fair and complete investigation with mutual Formatted ...

agreement between the Port and Union. Written warnings shall be considered inactive and Formatted: List Paragraph, Justified, Indent: First line: 0",

can no longer be used to justify further disciplinary action after eighteen (18) months following Right: 0.17", Outline numbered + Level: 2 +

Numbering

the issuance of the written warning as long as no further incident or violations of the same Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left + Aligned

at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left +

nature have occurred. At least one written warning notice identifying a complaint against the 1.16", Left

employee must have previously been given to the employee with a copy to the Union prior to Formatted: Body Text, Left, Space Before: 0.05 pt

discharge of the employee with the following exceptions: Formatted: Font: 10 pt

Formatted: Body Text, Line spacing: Multiple 0.06 li

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Port of Seattle – PSRRs Formatted: Body Text, Line spacing: Multiple 0.06 li

a. Probationary employees may be discharged for just cause without prior written Formatted: List Paragraph, Justified, Right: 0.2", Outline warning notice. Such discharged employees will not have access to the numbered + Level: 3 + Numbering Style: a, b, c, ... + Start at:

1 + Alignment: Left + Aligned at: 0.66" + Indent at: 1.16",

grievance procedure. Tab stops: 1.16", Left

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Port of Seattle / Teamsters Local 117 Bus Drivers & Parking Service Revenue Representatives
Collective Bargaining Agreement June 1, 2018 to May 31, 2022
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Port of Seattle – PSRRs Formatted ...

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b. Discharge resulting from any of the infractions identified in 23.04 below require Formatted ...
no prior written notice. Formatted ...

Formatted ...

23.04 23.04 Infractions requiring no written warning notice prior to discharge. Formatted ...

Formatted ...

a. Gross misconduct such as but not limited to the following: Formatted ...

Formatted

- Theft in connection with Port employment - including stealing time, ...

Formatted

materials, money, belongings, or equipment, ...

- Gross Insubordination, Formatted ...

- Fighting on Port premises, Formatted ...

- Possession, sale, use of, or under the influence of - unprescribed Formatted ...

narcotics or controlled substances or alcohol while on Port premises, Formatted ...

- Deliberate falsification of official Port documents or records, Formatted ...

- Willful destruction or damage to Port property, Formatted ...

- Willful or gross disrespect for customers; or Formatted ...

- Committing a felony while on duty. Formatted ...

Formatted ...

b. b. Serious vehicle violations including but not limited to the following: Formatted ...

Formatted ...

- A serious accident wherein the employee is proven to be grossly negligent Formatted ...

by a preponderance of the evidence, Formatted ...

- Willful failure to provide a timely report of an accident involving Formatted ...

Port equipment, Formatted ...

- Willful vehicle abuse of a serious nature including reckless driving, or

Formatted ...

- Unauthorized use of a company vehicle or the carrying of unauthorized

Formatted

passengers on the Port's equipment. ...

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23.05 23.05 Discharge and Suspension Notices. The Employer shall Formatted ...

recognize the right of an employee to due process prior to disciplinary suspension or discharge Formatted ...

from employment. Notice of recommended disciplinary suspension or discharge shall be Formatted ...

timely made following the investigation of the circumstances resulting in the recommendation, Formatted ...

normally within thirty Formatted ...
(30) calendar days after the Port became aware of the incident. The notice of proposed Formatted ...
discipline shall include the facts upon which the charges are made and a scheduled opportunity
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to respond to the charges. Notification of a final decision following the response opportunity ...
Formatted
shall normally be within seven (7) days. ...
Formatted ...
23.06 23.06 Right of Rebuttal. Employees shall have the right to provide Formatted ...
a written rebuttal statement as an attachment to any/all corrective action. Formatted ...
Formatted ...
23.07 23.07 Notice to the Union. The Port agrees to provide courtesy Formatted ...
Formatted ...
Port of Seattle / Teamsters Local 117 Bus Drivers & Parking Service Revenue Representatives
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Port of Seattle – PSRRs Formatted: Body Text, Line spacing: Multiple 0.06 li

copies (cc) to the Union of written warnings; and, notices of recommendations for discipline and Formatted: Condensed by 0.85 pt
final disciplinary letters in cases involving suspension and discharge. Formatted: Condensed by 0.75 pt
Formatted: Condensed by 0.7 pt
Formatted: Condensed by 0.8 pt
Formatted: Condensed by 0.6 pt
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Port of Seattle / Teamsters Local 117 Bus Drivers & Parking Service Revenue Representatives
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Port of Seattle – PSRRs Formatted: Body Text, Line spacing: Multiple 0.06 li

ARTICLE 24 - GRIEVANCE PROCEDURE Formatted ...
24.01 Formatted: Space Before: 4.45 pt
24.01 A grievance shall be defined as an issue raised relating to an alleged violation of Formatted ...
any terms or provisions of this Agreement. Formatted: List Paragraph, Indent: First line: 0", Right:
0.17", Space Before: 4.6 pt, Outline numbered + Level: 2 +

Numbering Style: 01, 02, 03, ... + Start at: 1 + Alignment:
24.02 Left + Aligned at: -0.84" + Indent at: 0.16", Tab stops:
1.16", Left + 1.16", Left

Step 1. The employee or the employee and the shop steward shall, within Formatted: Body Text, Left
fourteen (14) calendar days from the occurrence or knowledge of the occurrence of an alleged Formatted: Condensed by 0.1 pt
grievance, bring said grievance to the attention of the Supervisor, using the grievance form Formatted ...
attached to this agreement as Appendix A. The Supervisor shall make every effort to resolve Formatted: Body Text, Indent: Left: 0.16", First line: 1",
the alleged grievance within fourteen (14) calendar days after its initial submission. Right: 0.18"

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Step 2. In the event no settlement is reached within the fourteen (14) calendar Formatted: Font: 12 pt
day period, the employee or the employee and the shop steward shall, then within fourteen Formatted ...
(14) calendar days, bring said grievance to the attention of the Manager or designee. The Formatted: Body Text, Left, Indent: Left: 0.16", First line:
Manager or designee shall make every effort to resolve the alleged grievance within fourteen 1", Right: 0.18", Tab stops: Not at 1"
(14) calendar days after submission. Formatted ...

(14) calendar days, bring said grievance to the attention of the Manager or designee. The Formatted ...
Manager or designee shall make every effort to resolve the alleged grievance within fourteen Formatted ...
(14) calendar days after submission.

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Step 3. In the event no settlement is reached within this fourteen (14) calendar Formatted ...
day period, the Union shall provide a copy of the written grievance to the Port's Director of Formatted ...
Labor Relations or the Director's designee. Representatives of the Union and the Port shall Formatted: Body Text, Tab stops: Not at 1"
then meet to attempt settlement of the grievance. Formatted: Font: 12 pt
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(Time limitations identified in Steps 2 and 3 may be waived by mutual agreement Formatted: Body Text, Indent: Left: 0.16", First line: 1",
between the Port and the Union.) Right: 0.17", Tab stops: Not at 1"

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Mediation. In the event no settlement is reached by the Union and the Port Formatted: Font: 12 pt
within thirty (30) days of the Step 3 meeting, upon mutual agreement, the Port and the Union Formatted ...
may agree to submit the grievance to a mediator appointed by the Public Employment Formatted: Body Text, Left, Indent: Left: 0.16", First line:
Relations Commission or another mutually agreed upon mediator for mediation. If mediation 1", Space Before: 0.05 pt
fails to resolve the issue(s), or if both parties do not agree to submit the grievance to mediation, Formatted: Font: 11.5 pt
then the matter may be referred to arbitration by the grieving party. Nothing said or done by Formatted: Body Text, Left, Space Before: 0.55 pt
the parties or the mediator during the grievance mediation can be used in the arbitration Formatted ...
proceeding. Formatted: Body Text, Indent: Left: 0.16", First line: 1",
Right: 0.17"

Step 4. In the event no settlement is reached by the Union and the Port, within Formatted: Body Text, Left, Space Before: 0.05 pt
thirty (30) calendar days of the Step 3 meeting or the mediation session, the parties shall have Formatted ...
the right to submit a demand for arbitration to the Port. Within seven (7) calendar days after
the demand for arbitration, the Union and the Port shall mutually agree upon an arbitrator. If Formatted: Font: 10 pt
the parties fail to agree, the grieving party shall, within seven (7) calendar days request a list Formatted: Body Text, Line spacing: Multiple 0.06 li
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Port of Seattle – PSRRs Formatted: Body Text, Line spacing: Multiple 0.06 li

of seven (7) qualified neutrals from the Federal Mediation and Conciliation Service (FMCS).
Within seven (7) calendar days after receipt of the list, the Union and the Port shall alternately Formatted: Condensed by 0.05 pt
strike the names on the list, and the remaining name shall be arbitrator. The hearing on the Formatted: Condensed by 0.05 pt
grievance shall be informal and the rules of evidence shall not apply. The arbitrator shall not Formatted: Condensed by 0.1 pt
have the power to add to, subtract from, or modify the provisions of this Agreement in arriving Formatted: Condensed by 0.1 pt
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at a decision of the issue or issues presented; and shall confine his/her their decision solely to Formatted: Body Text, Indent: Left: 0.16", First line: 0", the interpretation, application, or enforcement of this Agreement. The arbitrator shall confine Right: 0.17", Space Before: 4.45 pt, Tab stops: Not at 1" himself/herself themselves to the precise issue submitted for arbitration, and shall have no authority Formatted ...

to determine any other issues not so submitted to him/her. them. The decision of the arbitrator shall be final and binding upon the aggrieved employee, Union, and the Port.

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The Port and the Union shall share equally the fees and expenses of the arbitrator. Formatted: Font: 12 pt

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24.03 Nothing herein shall prevent an employee from seeking assistance from Formatted: Body Text, Indent: Left: 0.16"

the Union or the Union from furnishing such assistance at any stage of the grievance

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procedure.

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ARTICLE 25 — STRIKES Formatted ...

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0.18", Tab stops: 1.16", Left

In recognition of the Port's status as a municipal corporation, there shall be no strikes, lockouts,

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picketing, work stoppages, or similar activities to impede Port operations.

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ARTICLE 26 — RESPONSIBILITY Formatted: Font: 8 pt

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Employees shall not be responsible for lost, damaged, or stolen property except in the case of Formatted: Body Text, Left, Indent: Left: 0.16", Space proven negligence. Upon request of the Union a full report will be furnished to the Union by Before: 4.6 pt

the Port. Formatted ...

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ARTICLE 27 - SUB-RENTALS Formatted ...

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It is understood and agreed that where sub-rentals or leases are entered into covering any of Formatted: Body Text

the operations set forth in Article 20 of this Agreement, the conduct of such operations shall be Formatted ...

in accordance with the provisions of this Contract. Formatted: Body Text, Indent: Left: 0.16", Right: 0.17",

Space Before: 4.6 pt

ARTICLE 28 - MEMBERSHIP RECOGNITION Formatted: Font: 12 pt

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Both the Port and the Union agree that the Union members covered by this Contract take pride Formatted ...

in their membership in the Teamsters Local 117. It is mutually agreed that in order to recognize Formatted: Body Text, Indent: Left: 0.16", Right: 0.17",

their membership and display that pride, the Port will provide nameplates, upon request for Space Before: 4.65 pt each employee to use while at work. These nameplates will be mounted in the buses for the Formatted ... Drivers and on the exit booths for PSRRs during each individual member's shift. Each Formatted: Font: 12 pt, Not Bold nameplate will contain the first name of the employee and state their membership in Teamsters Formatted: Body Text, Left Local 117. In addition, the nameplate may contain customer service oriented wording such as Formatted ... "reliable" and "courteous." A sample depiction is below:
Formatted ...
Formatted: Body Text, Justified, Indent: Left: 0.16", Right:
Reliable and Courteous 0.17", Space Before: 4.6 pt
Helping you today is:
Formatted: Font: 10 pt
Formatted: Body Text, Line spacing: Multiple 0.06 li
Port of Seattle / Teamsters Local 117 Bus Drivers & Parking Service Revenue Representatives
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CAROL
Proud Member of Teamsters Local 117

Reliable and Courteous
Helping you today is:
CAROL
Proud Member of Teamsters Local 117

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ARTICLE 29 — MEETINGS Formatted ...
29.01 Formatted: Space Before: 4.45 pt
29.01 Employees who are requested to attend optional instructional meetings on their Formatted: List Paragraph, Justified, Indent: First line: 0", own time (not those held on Company time) shall be paid for actual time spent at the meetings Right: 0.17", Space Before: 4.6 pt, Outline numbered +
Level: 2 + Numbering Style: 01, 02, 03, ... + Start at: 1 +
only. Overtime rate-of-pay shall be paid under the provisions of Article 17 – Scheduling, Hours Alignment: Left + Aligned at: -0.84" + Indent at: 0.16", Tab
of Work and Overtime. The four (4) hour minimum required under Article 18 - Call Back shall stops: 1.16", Left + 1.16", Left
not apply. Formatted ...
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29.02 29.02 Up to one employee per classification (currently EP Bus Driver, Formatted ...
PSRR) selected by the Union to attend negotiating sessions shall be paid for time lost from their Formatted: List Paragraph, Justified, Indent: First line: 0",
regularly scheduled shifts. They will not be paid overtime on hours outside of their regularly Right: 0.17", Outline numbered + Level: 2 + Numbering
scheduled shifts. Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left + Aligned
at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left +
1.16", Left

29.03 29.03 When employees are required to attend a mandatory meeting(s) and they meet the requirements of Article 18, they shall be paid in accordance with Article 18 (Call Back). This shall not be construed as to apply to training. Article 18 (Call Back). This shall not be construed as to apply to training. Article 18 (Call Back). This shall not be construed as to apply to training. Article 18 (Call Back). This shall not be construed as to apply to training.

Article 18 (Call Back). This shall not be construed as to apply to training. Article 18 (Call Back). This shall not be construed as to apply to training. Article 18 (Call Back). This shall not be construed as to apply to training. Article 18 (Call Back). This shall not be construed as to apply to training.

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at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left +

ARTICLE 30 - SAVINGS CLAUSE 1.16", Left

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If any article in this Agreement or any appendix hereto should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any article or appendix should be restrained by such tribunal, the remainder of this Agreement and its appendix shall not be affected, and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement of such article.

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article or appendix should be restrained by such tribunal, the remainder of this Agreement and its appendix shall not be affected, and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement of such article.

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bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement of such article.

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ARTICLE 31 - SENIORITY AND REDUCTION IN FORCE

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31.01 Seniority shall commence when assigned as an employee in the bargaining unit and shall remain in force while assigned as an employee. Seniority shall be broken by termination, after one (1) year on layoff, after (1) one year leave without pay, or by leaving the bargaining unit. Seniority shall have no required applications except as specifically provided for in this Labor Agreement.

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bargaining unit. Seniority shall have no required applications except as specifically provided for in this Labor Agreement.

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bargaining unit. Seniority shall have no required applications except as specifically provided for in this Labor Agreement.

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31.02 For purposes of shift and vacation bidding, and in the event of a reduction in force, there shall be two seniority lists - one for regular employees assigned as PSRRs and one for regular employees assigned as bus drivers. one (1) seniority list. The least senior employee shall be the first laid off and the last employee laid off shall be the first recalled.

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PSRRs and one for regular employees assigned as bus drivers. one (1) seniority list. The least senior employee shall be the first laid off and the last employee laid off shall be the first recalled.

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senior employee shall be the first laid off and the last employee laid off shall be the first recalled.

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Appropriate utilization of affected classes may modify the preceding paragraph. If this becomes necessary, the Union will be notified prior to the layoff. If the Union requests a meeting for the purpose of discussion, such a meeting will be scheduled.

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meeting for the purpose of discussion, such a meeting will be scheduled. Appropriate utilization of affected classes may modify the preceding paragraph. If this becomes necessary, the Union will be notified prior to the layoff. If the Union requests a meeting for the purpose of discussion, such a meeting will be scheduled.

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Port of Seattle - PSRRs

31.03 All time worked as an employee in the bargaining unit shall count towards seniority. Employees shall have seniority from their date of hire. Employees shall not be promoted to full-time based on seniority. After one probationary period, employees shall not be promoted to full-time again, except in the event an employee changes job classifications within the bargaining unit. If an employee, under the aforementioned situation does not successfully complete probation in the new classification he or she shall be allowed to return to his/her prior classification without loss of seniority.

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Port of Seattle / Teamsters Local 117 Bus Drivers & Parking Service Revenue Representatives
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complete probation in the new classification he or she shall be allowed to return to their prior classification without loss of seniority.

31.04 In the event of a reduction in force due to automation, the following provisions Formatted: Font: 12 pt

shall apply: Formatted: List Paragraph, Justified, Indent: First line: 0",

Right: 0.18", Outline numbered + Level: 2 + Numbering

Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left + Aligned

a. a. The Port of Seattle shall provide written notice to the affected employee at at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left + least thirty (30) calendar days in advance of the effective date. 1.16", Left

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b. b. Employees receiving written notices shall have outplacement service made Formatted: Body Text, Left available to them. These services shall be arranged and paid for by the Port of Formatted: List Paragraph, Justified, Right: 0.17", Outline Seattle. numbered + Level: 3 + Numbering Style: a, b, c, ... + Start at:

1 + Alignment: Left + Aligned at: 0.66" + Indent at: 1.16",

Tab stops: 1.16", Left

c. c. An employee who has been subject to a reduction in force due to automation Formatted: Body Text, Left, Indent: Left: 0"

shall not suffer a break in seniority and may be eligible for recall for up to two (2)

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years from the date of the layoff. All employees in this category shall keep a ...

current address and phone number on file with the Port of Seattle. The employee Formatted: List Paragraph, Justified, Right: 0.17", Outline numbered + Level: 3 + Numbering Style: a, b, c, ... + Start at:

shall notify the Port of Seattle of any change of address or phone number, in 1 + Alignment: Left + Aligned at: 0.66" + Indent at: 1.16",

writing, within fifteen (15) days of the change. Tab stops: 1.16", Left

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31.05 31.05 Severance. Should the need arise for a permanent reduction

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in a classification covered within this Agreement, the Port agrees to meet with the Union to numbered + Level: 3 + Numbering Style: a, b, c, ... + Start at:

bargain the effects of such decision. The topics to be included in such impact negotiations will 1 + Alignment: Left + Aligned at: 0.66" + Indent at: 1.16",

include severance payments, if any, and the timing and notice period for such reduction. Tab stops: 1.16", Left

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ARTICLE 32 - DEFERRED COMPENSATION Formatted: Body Text, Left, Indent: Left: 0"

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As provided below in this Article, Bus Drivers and Parking Service Revenue Representatives Formatted: List Paragraph, Justified, Indent: First line: 0",

bargaining unit employees shall be eligible for participation in the Port of Seattle's Deferred Right: 0.17", Outline numbered + Level: 2 + Numbering Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left + Aligned

Compensation Plan. Eligibility and participation of said employees shall be subject to the terms at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left + and conditions of such plan including any plan amendments, revisions, or possible cancellation. 1.16", Left
It is further agreed that content of the plan itself, plan administration, and any determinations Formatted: Body Text
made under the plan shall not be subject to any other provisions of this Labor Agreement or to Formatted ...
negotiation by the Union. Formatted: Space Before: 0.05 pt
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ARTICLE 33 - EXAMINATIONS EMPLOYEE LEARNING AND DEVELOPMENT Formatted: Body Text, Justified, Indent: Left: 0.16", Right:
33.01 CDL Medical Card Exam. The Employer shall cover the cost of the medical exam 0.17", Space Before: 4.6 pt
required to maintain the CDL related medical card for bus drivers. The cost of exam shall be Formatted: Body Text
covered in one of two ways. First the employee may schedule the exam with a Port provided Formatted ...
physician at no cost to the employee; second, the employee may schedule the exam with his/her
own physician and the Port will pay the equivalent fee as the Port pays its own provider to the
employee's selected provider or to the employee on a reimbursement basis.
33.02 CDL Medical Card Exam Stipend. Each bus driver shall be provided a stipend Formatted: Font: 10 pt
Formatted: Body Text, Line spacing: Multiple 0.06 li
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equivalent to two (2) hours straight time pay for obtaining their CDL required medical card. It is understood that the medical exam will be conducted on the employee's own time.

ARTICLE 34 - DRUG TESTING - SUBSTANCE TESTS

34.01 The Parties agree that for the purposes of Drug and Alcohol testing as it relates to CDL positions, the Port shall be in conformance with all Federal Department of Transportation regulations.

34.02 The Parties agree that for the purposes of Drug and Alcohol testing as it relates to CDL positions, the Port shall comply with the Port of Seattle Commercial Driver Drug and Alcohol Policy. In the event the Port decides the Policy needs to be changed, the Port agrees to discuss these changes with the Union prior to permanent changes being made.

ARTICLE 35 - EDUCATION PROGRAM

To provide career development opportunities to bargaining unit employees, the Union and management will support employee participation in the Port's employee development and internship programs. Successful applicants to internship programs shall remain members of the bargaining unit and retain all rights and benefits under the Collective Bargaining Agreement, except that temporary schedule adjustments and/or alternate work schedules to accommodate internship activities shall be allowed as agreed between the participating departments and the intern.

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Educational assistance for employees shall be subject to management approval. It is agreed Formatted: Body Text, Indent: Left: 0.16", Right: 0.18", that if funds are not available from other sources, such as special Federal or State programs, Space Before: 4.45 pt with the advance approval of management, the Port shall provide reimbursement limited to job related educational curricula the approval of the Manager. Employees are eligible to apply for College Degree Tuition reimbursement support under the terms of HR-12. Formatted: Body Text, Left
Formatted ...

The Parties understand that the Employment Development and Education opportunities Formatted: Font: 8 pt identified in Article 33 shall not be subject to bargain and are subject to revision by the Port. Formatted: Body Text

However, the Port agrees to provide advance notice of any changes to this program. Formatted: Body Text, Indent: Left: 0.16", Right: 0.18", Space Before: 4.6 pt

ARTICLE 3634 - MORE FAVORABLE CONDITIONS Formatted ...
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Working conditions, such as wages, hours of work or conditions of employment currently in Formatted ...
effect, more favorable to employees than those set forth herein, shall remain in effect during
Formatted
the life of this Agreement to the extent required by law. ...
Formatted: List Paragraph, Justified, Indent: First line: 0",
Right: 0.17", Space Before: 4.6 pt, Outline numbered +
ARTICLE 3735 – MISCELLANEOUS Level: 2 + Numbering Style: 01, 02, 03, ... + Start at: 1 +
37.01 Alignment: Left + Aligned at: -0.84" + Indent at: 0.16", Tab
stops: 1.16", Left + 1.16", Left

35.01 Accidents. Employees shall not be required to stand the cost arising out of any Formatted: Body Text, Left
accident in which they may be involved during the normal course of their job duties, nor shall Formatted ...
they be discharged for being involved in an accident unless the employee in question has been Formatted: List Paragraph, Justified, Indent: First
line: 0",
proven to be negligent by a preponderance of the evidence. Right: 0.17", Outline numbered + Level: 2 + Numbering
Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left + Aligned
at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left +
35.02 37.02 Illegal Equipment. Employees shall not be required to drive 1.16", Left
equipment that does not conform to applicable City, State, and Federal vehicle codes. The Formatted: Body Text, Left
Port shall reimburse employees for all fines and make whole any loss in pay resulting from Formatted: Expanded by 2 pt
arrests and/or citations for driving illegal Port equipment. Drivers shall not suffer a loss of Formatted: List Paragraph, Justified, Indent: First line: 0",
working hours or pay for refusal to operate an illegal company vehicle which is a bona fide Right: 0.18", Space Before: 0.05 pt, Outline numbered +
safety hazard. Level: 2 + Numbering Style: 01, 02, 03, ... + Start at: 1 +
Alignment: Left + Aligned at: -0.84" + Indent at: 0.16", Tab
stops: 1.16", Left + 1.16", Left

35.03 37.03 Time Clocks. All employees will be required to report their Formatted: Body Text, Left
time on designated time clocks and/or other medium (e.g. computer, laptop, etc.) as directed Formatted ...
by the Port. Employees will be paid for all time worked. Formatted: List Paragraph, Justified, Indent: First line: 0",
Right: 0.17", Outline numbered + Level: 2 + Numbering
35.04 37.04 Commuter Benefits. The Port agrees to extend to members of Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left + Aligned
at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left +
the bargaining unit a discount priced ORCA card on the same basis as such benefit is provided 1.16", Left
to non-represented employees. The Port reserves the right to modify or discontinue the benefit Formatted: Body Text, Left
without a duty to bargain if the benefit is modified or discontinued for non-represented Formatted ...
employees.
Formatted: List Paragraph, Justified, Indent: First line: 0",
Right: 0.17", Outline numbered + Level: 2 + Numbering
35.05 37.05 Employee Parking. For the life of this Contract employee Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left + Aligned
at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left +
parking shall be provided at no cost to the employee at places designated by the Port. 1.16", Left
Additionally, vacation parking shall be provided at no cost to employees on the same basis as Formatted: Font: 10 pt
provided to non- represented employees as long as such benefit is provided. Formatted: Body Text, Line spacing: Multiple 0.06 li
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ARTICLE 3836 - TRANSFER OF WORK/CONTRACTING Formatted ...
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The Port of Seattle will not contract out any of the work presently being done by PSRRs and bus Formatted ...
drivers during the term of this Agreement. It is understood that no Port client or customer is
forced to utilize Port services. The Port will not suggest to the customer or client that it
would be more

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economically feasible for the customer to use services other than those provided by the Port. Formatted: Body Text, Indent: Left: 0.16", Right: 0.18",
It is also understood the Port may not have any control over the decision of the customer or Space Before: 4.45 pt
client in selecting certain services or service providers.

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ARTICLE 3937 - BUSINESS PARTNERSHIP COMMITTEE Formatted: Body Text, Left

1. Formatted ...

37.01 The Port and the Union agree to establish a joint labor-management Business Formatted: Font: 12 pt
Partnership Committee to deal with issues relevant to the Port's Employee Parking and public Formatted: List Paragraph, Justified, Indent: First line:
0",

parking operations. Right: 0.17", Space Before: 4.6 pt, Outline numbered +

Level: 2 + Numbering Style: 01, 02, 03, ... + Start at: 1 +

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37.02 2. The BPC's mission or purpose is to use the collaborative problem-solving stops: 1.16", Left + 1.16", Left

process to make recommendations in areas critical to the Port's Employee Parking and Public Formatted: Font: 12 pt

Parking operations by expanding the involvement of employees in the management decision- Formatted: Body Text, Indent: Left: 0", First line: 0"

making process. Formatted: List Paragraph, Justified, Indent: First line: 0",

Right: 0.17", Outline numbered + Level: 2 + Numbering

37.03 3. The BPC may, for example, look at job enhancements, service levels, work Style: 01, 02, 03, ... + Start at: 1 + Alignment: Left + Aligned

at: -0.84" + Indent at: 0.16", Tab stops: 1.16", Left +

practices, health and safety concerns, increased productivity, training opportunities, and the 1.16", Left

best practices of other organizations' Employee Parking and Public Parking operations. Formatted: Body Text, Left, Space Before: 0.05 pt

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37.04 4. The BPC will develop recommendation(s) for action by Port Aviation Formatted: Body Text, Left

Operations management on issues related to the mission of the BPC. Formatted ...

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37.05 5. If Port Aviation Operations management cannot support a BPC ...

recommendation, pertinent issues and information will be shared with the BPC. Formatted: Body Text, Left

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37.06 6. To insure that the Business Partnership Committee can effectively carry out Formatted ...

its mission, it will enforce the following standards for its members and Port and Union Formatted: Body Text, Left

representatives with whom it works: Formatted: Font: 12 pt

Formatted ...

• There will be open, immediate and candid sharing of all information that affects Formatted: Font: 11.5 pt

the Port's Employee Parking and Public Parking operations; Formatted: Body Text, Space Before: 0.5 pt

• The BPC will be a partnership in both substantive and procedural decisions Formatted ...

involving the Port's Employee Parking and Public Parking operations; . Formatted ...

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37.07 7. The BPC will be made up of up to two (2) Port managers representing

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Employee Parking and manager Public Parking and the Port's assigned Labor Relations ...

Manager and up to two (2) Union employee representatives representative per Formatted ...

classification and the Union's assigned Business Agent. Union Representative. Other Formatted ...

representatives may be added as needed and agreed upon by the BPC. Formatted: Body Text, Left

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37.08 8. The BPC will not discuss pending grievances or interpret the Agreement. Formatted ...

Budget matters and fundamental business decisions may not be appropriate for thorough Formatted: Body Text, Left

review by the BPC. Formatted: Font: 10 pt
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37.09 9. Unless the Parties mutually agree otherwise, the BPC will meet within thirty (30) days after the execution of this agreement and on a regular basis thereafter to:
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- Determine BPC roles and responsibilities; Formatted: Font: 12 pt, Condensed by 0.15 pt
- Develop ground rules (which may include ground rules from bargaining); and Formatted: Font: 12 pt

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- Develop and implement a work plan. Formatted ...

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37.10 10. Approved minutes of BPC meetings will be distributed to all employees, Space Before: 4.5 pt, Outline numbered + Level: 3 + Numbering Style: Bullet + Aligned at: 0.66" + Indent at:

management representatives and other Port personnel associated with the Port's Employee 1.16", Tab stops: 1.16", Left + 1.16", Left Parking and Public Parking operations. Formatted: Font: 11.5 pt

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37.11 11. The Port and the Union will commit sufficient resources to the BPC so that it 0.45 pt

can effectively carry out its mission. Port and Local 117 staff will be available to assist the Formatted ...

BPC. Formatted: List Paragraph, Justified, Indent: First line: 0",
Right: 0.17", Outline numbered + Level: 2 + Numbering
37.12 12. In consideration of the twenty-four (24) hour nature of the business, BPC Style: 1, 2, 3, ... + Start at: 10 + Alignment: Left + Aligned at:
-0.84" + Indent at: 0.16", Tab stops: 1.16", Left + 1.16",
meetings will be held during regular business hours and will generally be scheduled within the Left
hours of member participants. Up to one employee from each classification may be released Formatted: Body Text
with pay to attend. Formatted ...
Formatted: List Paragraph, Justified, Indent: First line: 0",
13.37.13 In line with the BPC's mission, the BPC may change its focus during the term of Right: 0.18", Outline numbered + Level: 2 + Numbering
the Agreement due to changes in the Port's Employee Parking and Public Parking operations. Style: 1, 2, 3, ... + Start at: 10 + Alignment: Left +
Aligned at:
-0.84" + Indent at: 0.16", Tab stops: 1.16", Left + 1.16",
Left
ARTICLE 4038 - MANAGEMENT RIGHTS Formatted: Body Text, Left
40.01 Formatted: List Paragraph, Justified, Indent: First line: 0",
38.01 The Union recognizes the prerogatives of the Port to operate and manage its Right: 0.17", Space Before: 0.05 pt, Outline numbered +
Level: 2 + Numbering Style: 1, 2, 3, ... + Start at: 10 +
affairs in all respects in accordance with its responsibilities and powers of authority. Alignment: Left + Aligned at: -0.84" + Indent at: 0.16", Tab
stops: 1.21", Left + 1.21", Left
38.02 40.02 The Port reserves any and all exclusive rights concerning the Formatted ...
management and operation of the Department, except as specifically limited in this Agreement. Formatted: Body Text, Left
In exercise of such exclusive management rights, it is not intended that any other provision of Formatted ...
this Agreement providing a specific benefit or perquisite to employees shall be changed, Formatted ...
modified, or otherwise affected, without concurrence of the Union. Formatted: Body Text
Formatted ...
38.03 40.03 Subject to the provisions of this Agreement, the Port reserves Formatted
the following specific and exclusive management rights: ...
Formatted: Body Text, Left
a. To recruit, assign, transfer, or promote members to positions within the Formatted ...
Department, including the assignment of employees to specific jobs; Formatted ...
Formatted: Font: 11.5 pt
b. To suspend, demote, discharge, or take other disciplinary action against Formatted: Body Text, Left, Space Before: 0.5 pt
members for just cause; Formatted ...
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c. To determine the keeping of records; Formatted ...
Formatted ...
d. To establish employment qualifications for new employee applicants, to Formatted: No underline
determine the job content and/or job duties of employees, and to execute the
combination or consolidation of jobs; Formatted: Font: 10 pt
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e. To determine the mission, methods, processes, means, policies, and personnel
necessary for providing service and Department operations, including, but not
limited to: determining the increase, diminution, or change of operations, in whole Formatted: Condensed by 0.85 pt
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Formatted: Condensed by 0.8 pt
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e. or in part, including the introduction of any and all new, improved, Formatted ...
automated methods of equipment; and making facility changes; Formatted: Body Text, Left, Indent: Left: 1.16", Space
Before: 4.45 pt, No bullets or numbering

f. To control the Departmental budget, and if deemed appropriate by the Port, to
implement a reduction in force;

g. To schedule training, work, and overtime as required in a manner most
advantageous to the Department and consistent with requirements of municipal
employment and public safety, subject to the provisions of this Agreement;
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h. To establish reasonable work rules, and to modify training; Formatted ...
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i. To approve all employees' vacation and other leaves; numbered + Level: 3 + Numbering Style: a, b, c, ... + Start at:
1 + Alignment: Left + Aligned at: 0.66" + Indent at: 1.16",
Tab stops: 1.16", Left + 1.16", Left

j. To take whatever actions are necessary in emergencies (including runway
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incidents, extreme weather, automated system failure, and public safety threats) ...
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in order to assure the proper functioning of the Department; and ...

k. To manage and operate its Departments, except as may be limited by provisions Formatted ...
of this Agreement.
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38.04 40.04 It is understood by the Parties that every incidental Formatted ...
duty connected with operations enumerated in job descriptions is not always specifically Formatted: List Paragraph, Indent: First line: 0", Right:
described. 0.17", Outline numbered + Level: 2 + Numbering Style: 01,
02, 03, ... + Start at: 1 + Alignment: Left + Aligned at: -0.84"
+ Indent at: 0.16", Tab stops: 1.16", Left + 1.16", Left

ARTICLE 39 - LETTERS OF UNDERSTANDING
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By reference herein, the Letters of Understanding/Memorandums of Agreements/Appendices Formatted: Font: 7.5 pt, Bold
listed below are hereby made part of this Agreement and do not require individual Employer- Formatted: Body Text, Left, Space Before: 0.55 pt
Union signatures: Formatted: Condensed by 0.2 pt

Appendix A – Grievance Form
Appendix B – Aviation Maintenance Vehicle Fleet—"Telematics"
Appendix C – Commuter Trip Reduction Benefits

ARTICLE 40 – DEMOCRAT, REPUBLICAN, INDEPENDENT VOTER EDUCATION (DRIVE)
Effective upon ratification and execution of the agreement between the parties, in the event a
minimum of fifty (50) current Port of Seattle employees elect to contribute to the Democrat,
Republican, Independent Voter Education (DRIVE), the Port agrees to deduct from the
paycheck of employees covered by this Agreement voluntary contributions to DRIVE.
Deductions must be a minimum of five dollars (\$5.00) per month per contributing employee.
Both DRIVE and the employee shall notify the Port of the amount to be deducted on a monthly

basis from the employee's paycheck. The Port shall transmit (electronically via ACH) to DRIVE Formatted: Font: 10 pt
Formatted: Body Text, Line spacing: Multiple 0.06 li
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National Headquarters on a monthly basis, in one (1) check the total amount deducted along
with the name of each employee on whose behalf a deduction is made, the last four (4)
numbers of the employee's social security number and the amount deducted from the

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employee's paycheck. The Port shall be obligated to honor only an authorization to deduct the
amount specified, in writing by the employee. The Port shall have no obligation or responsibility Formatted: Body Text
for calculating, computing, or verifying the amount to be deducted. Formatted: Condensed by 0.6 pt
Formatted ...

The International Brotherhood of Teamsters (IBT) Local 117 shall reimburse the Employer Formatted ...
annually for the Employer's actual cost for the expenses incurred in administering the bi-weekly Formatted: Body Text, Left, Indent: Left: 0.16",
Space

payroll deduction plan. The IBT Local 117 further agrees to facilitate timely recoupment or to Before: 4.65 pt
reimburse the Port for any contributions made to DRIVE in error. Formatted: Body Text, Left, Space Before: 0.35 pt, After:
0.05 pt

Upon issuance and transmission of a check to DRIVE, the Port's responsibility shall cease with Formatted: Font: Bold
respect to such deductions. The International Brotherhood of Teamsters Local 117 agrees to Formatted ...
indemnify and hold the Port harmless from all claims, demands, suits, or other forms of liability Formatted ...
that may arise against the Port for or on account of any deduction made from the wages of Formatted Table
such employees. Formatted ...

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The Port reserves the right to discontinue DRIVE deductions in the event participation drops Formatted: Table Paragraph, Indent: Left: 0"
below the minimum of fifty (50) Port employees. Formatted: Font: Bold
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Both the Port and Local 117 agree to reopen the contract on DRIVE if any other Local 117
bargaining group with the Port of Seattle negotiate contract language with lower minimums on Formatted: Font: 10 pt
the number of employees required to contribute or the total monthly contribution amount in their Formatted: Table Paragraph, Indent: Left: 0"
respective contract at any time during the term of this Agreement. Formatted: Font: Bold
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ARTICLE 41 - TERM OF AGREEMENT Formatted: Table Paragraph, Indent: Left: 0.79"

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The term of this Agreement shall be June 1, 2018 to May 31, 2022. 2023. Effective Formatted: Font: Bold
dates for individual provisions will be as negotiated, herein. Formatted ...

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PORT OF SEATTLE TEAMSTERS LOCAL UNION Formatted: Font: 13 pt, No underline
NO. 117/IBT

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JOHN SCEARCY Formatted: Font: 11 pt

STEPHEN P. METRUCK Secretary-Treasurer Formatted ...

Executive Director Formatted: Font: Bold, Condensed by 0.2 pt

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Date Formatted: Table Paragraph, Indent: Left: 0.79"

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Date

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Collective Bargaining Agreement June 1, 2018 to May 31, 2022

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Appendix B
Protected Sick Leave
RCW 49.46.210

(1) Beginning January 1, 2018, every employer shall provide each of its employees paid sick leave as follows:

(a) An employee shall accrue at least one hour of paid sick leave for every forty hours worked as an employee. An employer may provide paid sick leave in advance of accrual provided that such front-loading meets or exceeds the requirements of this section for accrual, use, and carryover of paid sick leave.

(b) An employee is authorized to use paid sick leave for the following reasons:

(i) An absence resulting from an employee's mental or physical illness, injury, or health condition; to accommodate the employee's need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or an employee's need for preventive medical care;

(ii) To allow the employee to provide care for a family member with a mental or physical illness, injury, or health condition; care of a family member who needs medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or care for a family member who needs preventive medical care; and

(iii) When the employee's place of business has been closed by order of a public official for any health-related reason, or when an employee's child's school or place of care has been closed for such a reason.

(c) An employee is authorized to use paid sick leave for absences that qualify for leave under the domestic violence leave act, chapter 49.76 RCW.

(d) An employee is entitled to use accrued paid sick leave beginning on the ninetieth calendar day after the commencement of his or her employment.

(e) Employers are not prevented from providing more generous paid sick leave policies or permitting use of paid sick leave for additional purposes.

(f) An employer may require employees to give reasonable notice of an absence from work, so long as such notice does not interfere with an employee's lawful use of paid sick leave.

(g) For absences exceeding three days, an employer may require verification that an employee's use of paid sick leave is for an authorized purpose. If an employer requires verification, verification must be provided to the employer within a reasonable time period during or after the leave. An employer's requirements for verification may not result in an unreasonable burden or expense on the employee and may not exceed privacy or verification requirements otherwise established by law. Formatted: Font: 10 pt

(h) An employer may not require, as a condition of an employee taking paid sick leave, that the Formatted: Body Text, Line spacing: Multiple 0.06 li
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employee search for or find a replacement worker to cover the hours during which the employee is on paid sick leave.

(i) For each hour of paid sick leave used, an employee shall be paid the greater of the minimum hourly wage rate established in this chapter or his or her normal hourly compensation. The employer is responsible for providing regular notification to employees about the amount of paid sick leave available to the employee.

(j) Unused paid sick leave carries over to the following year, except that an employer is not required to allow an employee to carry over paid sick leave in excess of forty hours.

(k) This section does not require an employer to provide financial or other reimbursement for accrued and unused paid sick leave to any employee upon the employee's termination, resignation, retirement, or other separation from employment. When there is a separation from employment and the employee is rehired within twelve months of separation by the same employer, whether at the same or a different business location of the employer, previously accrued unused paid sick leave shall be reinstated and the previous period of employment shall be counted for purposes of determining the employee's eligibility to use paid sick leave under subsection (1)(d) of this section.

(2) For purposes of this section, "family member" means any of the following:

(a) A child, including a biological, adopted, or foster child, stepchild, or a child to whom the employee stands in loco parentis, is a legal guardian, or is a de facto parent, regardless of age or dependency status;

(b) A biological, adoptive, de facto, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child;

(c) A spouse;

(d) A registered domestic partner;

(e) A grandparent;

(f) A grandchild; or

(g) A sibling.

(3) An employer may not adopt or enforce any policy that counts the use of paid sick leave time as an absence that may lead to or result in discipline against the employee.

(4) An employer may not discriminate or retaliate against an employee for his or her exercise of any rights under this chapter including the use of paid sick leave. Formatted: Font: 10 pt

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[2017 c 2 § 5 (Initiative Measure No. 1433, approved November 8, 2016).]

Appendix C

Memorandum of Understanding Formatted: Font: 7.5 pt, Bold

By and Between the Formatted: Body Text, Left, Space Before: 0.55 pt

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PORT OF SEATTLE Formatted: Font: 11 pt, Condensed by 0.2 pt

and

TEAMSTERS LOCAL UNION NO. 117 Formatted: Font: Bodoni MT Black, 20 pt, Bold

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AFFILIATED WITH THE NATIONAL BROTHERHOOD OF TEAMSTERS by 0.3 pt

Representing Bus Drivers & Parking Service Revenue Representatives Formatted: Font: Bodoni MT Black, 20 pt, Bold

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by 0.45 pt

Re: Landside Fleet Tracking Project Formatted: Font: Bodoni MT Black, 20 pt, Bold

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This Memorandum of Understanding (MOU), made effective as of the date of execution, is entered by 0.35 pt

into by and between Teamsters Local Union No. 117 (Union) and the Port of Seattle, referred to Formatted: Font: Bodoni MT Black, 20 pt, Bold herein collectively as the Parties. Formatted: Font: Bodoni MT Black, 20 pt, Bold, Condensed

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The parties have met and discussed the installation and intended use of a real-time GPS-based Formatted: Font: Bodoni MT Black, 20 pt, Bold, Condensed

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Landside Fleet Tracking system for the Employee Parking buses and have agreed as follows:

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1. The Landside Fleet Tracking Project is primarily intended to provide Landside

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Operations with additional tools to manage the many bus trips needed to shuttle

participating airport employees to/from the Port designated airport employee parking Formatted: Body Text, Space Before: 0.15 pt

lot(s), to expand functionality in the future, and provide airport stakeholders with Formatted: Condensed by 0.25 pt

timely route information. Formatted: Body Text

2. The Parties agree that the Port will not randomly or routinely review the Landside

Fleet Tracking Data solely for disciplinary purposes, or as part of targeted

surveillance for "fishing."

3. Landside Fleet Tracking System data relative to an investigation/complaint involving

an Employee Parking driver shall be made available to the Union upon request in

accordance with the terms and conditions of the Collective Bargaining Agreement

(CBA) and/or all relevant laws and/or statutes.

4. Any information gleaned from the Landside Fleet Tracking System used to support

the Port's position relative to a disciplinary action and/or actions shall only be used in

accordance with Article 23.01 of the CBA, Just Cause.

5. The Parties agree to include the Landside Fleet Tracking System as a discussion

point to the future agendas for the Business Partnership Committee meeting unless Formatted: Font: 10 pt

and until such time that both parties mutually agree to remove it from the agenda. Formatted: Body Text, Line spacing: Multiple 0.06 li

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

PORT OF SEATTLE TEAMSTERS LOCAL UNION

NO. 117/IBT

By: _____ By: _____

Stephen P. Metruck John Scearcy

Executive Director Secretary-Treasurer

Dated: _____ Dated: _____

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Port of Seattle / Teamsters Local 117 Bus Drivers & Parking Service Revenue Representatives

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be made available to the Union upon request in accordance with the terms and conditions of the Collective Bargaining Agreement (CBA) and/or all relevant laws and/or statutes.
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1 Telematics is a fleet management technology system that provides the Port's fleet management teams with information and data in real time relative to the status, condition, use, and location of the vehicles to which it is installed.
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Port of Seattle / Teamsters Local 117 Bus Drivers & Parking Service Revenue Representatives
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4. Any information gleaned from telematics used to support the Port's position relative to a disciplinary action and/or actions shall only be used in accordance with Article 23.01 of the CBA, Just Cause.
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Appendix C
MEMORANDUM OF UNDERSTANDING

By and Between
PORT OF SEATTLE

And
TEAMSTERS LOCAL UNION NO. 117

Affiliated with the
International Brotherhood of Teamsters
Representing Parking Service Revenue Representatives

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Re: Commuter Benefits Formatted: Body Text, Space Before: 0.15 pt

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This Memorandum of Understanding is (MOU), made effective upon as of the date of signing Formatted: Font: Bold
and shall expire when incorporated, is entered into a successor CBA by and between

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Teamsters Local Union No. 117 (Union) and the Port of Seattle (Employer), referred to herein

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collectively as the Parties. 0.18"

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PORT OF SEATTLE TEAMSTERS LOCAL UNION

NO. 117/IBT

By: _____ By: _____

Stephen P. Metruck John Searcy
Executive Director Secretary-Treasurer

Dated: _____ Dated: _____

Whereas, the Port establishes and maintains a Commute Trip Reduction (CTR) Program that aligns with the requirements of the State of Washington Commute Trip Reduction Law, and is consistent with the Port Statement of Values to be responsible stewards of community resources and the environment;

Whereas, the Port would like to provide additional benefits aligned with its CTR Program to represented employees;

And whereas, the current Collective Bargaining Agreement between the parties does not include CTR program benefits;

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The Parties, agree as follows:

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Port of Seattle / Teamsters Local 117 Bus Drivers & Parking Service Revenue Representatives

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Port of Seattle -- PSRRs Formatted: Body Text, Line spacing: Multiple 0.06 li

1. All Full time, part-time, on-call, and temporary employees, shall be eligible for the following benefits:

a. The One Regional Card for All ("ORCA Card") Program

The Port offers ORCA cards to eligible employees at a substantially reduced cost for transportation on multiple regional transit systems.

Employees who participate in the ORCA card program may also be eligible for additional subsidized transportation services. The availability of the ORCA program, annual cost, potential tax consequences for employees, and other provisions are subject to change based on guidelines provided by agencies with whom the Port contracts for the ORCA program benefits, IRS requirements, as well as the Port's discretion.

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b. Ferry Reimbursement Formatted: Left: 0.64", Right: 0.63", Top: 1.24", Bottom: 0.65", Header distance from edge: 0.5", Footer distance from edge: 0.52"

Employees who use the Washington State Ferry System for all or part of their work commute are eligible for reimbursement of ferry commuting costs up to a monthly maximum. This monthly maximum reimbursement amount is determined by the Port. Amounts and procedures can be found on the Total Rewards Compass Page and may be subject to tax;

2. The Port shall maintain full discretion to modify, change, amend, and/or discontinue either and/or both the ORCA program and the Ferry Reimbursement benefit;

3. Prior to modifying, changing, amending, and/or discontinuing either and/or both the ORCA program and the Ferry Reimbursement benefit, the Port agrees to provide advance notice to the Union;

4. All other terms and conditions of the CBA shall remain in full force and effect. Formatted: List Paragraph, Justified, Right: 0.17", Should any terms and conditions in this MOU conflict with the CBA, this MOU Numbered + Level: 1 + Numbering Style: 1, 2, 3, ... + Start at: 1 + Alignment: Left + Aligned at: 0.66" + Indent at: shall control. 1.16", Tab stops: 1.16", Left



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Collective Bargaining Agreement
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