

RESOLUTION NO. 2320

A RESOLUTION of the Port Commission of the Port of Seattle establishing wage rates for hourly and per diem workers employed by the Port of Seattle; providing for payment of overtime and other benefits to or for such workers; authorizing and directing the Port Auditor to pay such benefits in the manner herein provided; and repealing all prior motions and resolutions of the Port Commission of the Port of Seattle dealing with the same subject matter, including Resolution No. 2211

WHEREAS, the Port of Seattle is authorized by Chapter 64, Laws of 1955, State of Washington, to create and fill positions and to fix wages and salaries thereof; to establish benefits for employees, including holiday pay, vacations or vacation pay, retirement and pension benefits, medical, surgical or hospital care, life, accident or health disability insurance or similar benefits, already established by employers of similar employees, as the Port Commission shall by resolution provide; and

WHEREAS, the Port of Seattle is authorized to provide such benefits directly or by making contributions to benefit plans or funds already established by other employers of similar employees and in which the Port of Seattle is permitted to participate for particular classifications of its employees by the trustees or other persons responsible for the administration of such plans or funds; and

WHEREAS, it has been and is the practice of the Port of Seattle to pay wages and other benefits to classifications of employees paid on an hourly or per diem basis which are comparable to wages and benefits paid by other employers of such workers in this area; now, therefore,

BE IT RESOLVED by the Port Commissioners of the Port of Seattle that, unless otherwise herein provided, effective January 1, 1970, at 8:00 o'clock a. m., the wage rates and other benefits payable to or for employees of the Port of Seattle who are covered hereby and who are paid on an hourly or per diem basis shall be as hereinafter set forth until otherwise provided by resolution or motion of the Port Commissioners.

Section 1. The wage rates and benefits payable to or for Foremen, Wiremen, Journeymen Wiremen, Apprentice Wiremen and Lamp Changers employed

by the Port of Seattle shall be as follows:

(a) The hourly wage rate for Foremen Wiremen shall be \$7.42; the hourly wage rate for Journeymen Wiremen shall be \$6.745; the hourly wage rate for Apprentice Wiremen shall be on a percentage basis of the Journeymen wage as established in the appropriate area apprenticeship schedule; the hourly wage rate for Lamp Changers shall be \$4.05.

(b) Health and welfare benefits shall be provided by participation of the Port of Seattle in the Local Union 46 IBEW, Health and Welfare Trust Fund, and the sum of fourteen cents (14¢) per hour for each hour of work performed for the Port of Seattle by each such employee shall be paid by the Port of Seattle into said fund.

(c) Vacation benefits shall be provided by participation of the Port of Seattle in the vacation plan established for such employees in the industry, and an amount equal to twenty-three cents (23¢) per hour for which compensation is paid shall be deducted from the gross wages of each such employee and said amount shall be paid to the Washington Mutual Savings Bank, for the vacation account of each such employee; annual time off for each such employee shall be scheduled once each twelve month period from February 1 through January 31; vacations shall be taken by the employee at such time as mutually agreed upon between the Port of Seattle and the employee; unless mutually agreed upon otherwise, all such employees shall take two (2) weeks' vacation each vacation year, which shall be from February 1 through January 31; the two (2) weeks' vacation shall begin on Monday, unless otherwise mutually agreed upon; no additional vacation time off shall be allowed because of any holiday that may fall within the two (2) weeks' vacation period granted; any employee whose accumulated vacation allowance is less than one day's standard pay, shall not be required to take time off as a vacation; time off for vacations is not cumulative from one vacation year to the next vacation year; there shall be an interval of at least three (3) months between a vacation for an employee scheduled in one vacation year and his vacation scheduled in the next vacation year; no vacation time will be given in excess of two (2) weeks' even though the vacation allowance accumulated may be in excess of two (2) weeks' normal pay; on the other hand, no employee shall be denied the right to two (2) weeks' vacation time off when the vacation allowance accumulated is less than two (2) weeks' normal pay; any employee who is unable to take his vacation at the time agreed upon as provided for above, either because of accident or sickness or because he was required by the Port of Seattle to work during that period, shall be granted his vacation by the Port of Seattle as soon thereafter as reasonably convenient; when the employee is so required by the Port of Seattle to work during the vacation period as previously decided upon, he shall be paid for his work during that period at regular rates of pay; the procedure to be followed in connection with withdrawal of vacation allowances from the Bank shall be as stated in the consolidated agreement between Puget Sound (Seattle) Chapter, Seattle Division, National Electrical Contractors Association, Inc. and Local Union #46, International Brotherhood of Electrical Workers; in the event of death of the employee, the balance of deposit in the vacation account of such employee shall be paid to such person or persons entitled thereto upon submission of the necessary proof.

(d) Pension benefits for those employees in these classifications who are employed in positions not covered by the Washington State Employees' Retirement System shall be provided by participation

of the Port of Seattle in the pension plan established for such employees in the industry and an amount equal to 1% of the gross wages earned by each such employee shall be paid into the National Electric Benefit Fund established for the pension plan.

(e) A joint apprenticeship and training fund contribution by the Port of Seattle of one cent (1¢) per hour worked shall be paid by the tenth (10th) day of each month (for the preceding month's hours) into the Puget Sound Electrical Joint Apprenticeship and Training Trust Fund,

Section 2. The wage rates and benefits payable to or for Plumbers, Steamfitter, Foreman Plumber, Foreman Steamfitter and Welders (Steamfitter) employed by the Port of Seattle shall be as follows:

(a) The hourly wage rates of these classifications of employees shall be:

Plumber - - - - -	\$6.25
Steamfitter - - - - -	6.25
Foreman Plumber - - - - -	6.70
Foreman Steamfitter - - - - -	6.70
Welder (Steamfitter) - - - - -	6.25

(b) Health and Welfare benefits shall be provided by participation of the Port of Seattle in the Plumbing and Pipe Fitting Industry, State of Washington Health and Welfare Program, and the sum of twenty-seven cents (27¢) per hour for each hour of work performed for the Port of Seattle to Board of Trustees, Plumbing and Pipe Fitting Industry, State of Washington Fringe Benefit Program.

(c) Vacation benefits shall be provided by participation of the Port of Seattle in the Plumbing and Pipe Fitting Industry, State of Washington Vacation Plan, established for such employees in the industry, and the sum of thirty-eight cents (38¢) per hour of work performed by each such employee for the Port of Seattle for which compensation is paid shall be deducted from the gross wages of each such employee and said sum shall be paid to Board of Trustees, Plumbing and Pipe Fitting Industry, State of Washington Fringe Benefit Program.

(d) Pension benefits for those employees in these classifications who are employed in positions not covered by the Washington State Employees' Retirement System shall be provided by participation of the Port of Seattle in the Washington State Plumbing and Pipe Fitting Industry Pension Fund, and the sum of thirty cents (30¢) per hour of work performed for the Port of Seattle by each such employee shall be paid by the Port of Seattle to Board of Trustees, Plumbing and Pipe Fitting Industry, State of Washington Fringe Benefit Program.

(e) Educational and training benefits for employees in these classifications shall be provided by participation of the Port of Seattle in the Apprentice and Journeymen Training Fund and the sum of two cents (2¢) per hour for each hour of work performed for the Port of Seattle by each such employee shall be paid by the Port of Seattle into said fund.

Section 3. The wage rates and benefits payable to or for Sheet Metal Workers and Foremen Sheet Metal Workers employed by the Port of Seattle shall be:

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(a) The hourly wage rate of Foremen, Sheet Metal Workers shall be \$6.72; the hourly rate of Sheet Metal Workers shall be \$6.17.

(b) Health and welfare benefits shall be provided by participation of the Port of Seattle in the Northwest Sheet Metal Workers Welfare Fund and the sum of twenty-two cents (22¢) per hour for each hour of work performed for the Port of Seattle by such employees shall be paid by the Port of Seattle into said fund.

(c) Vacation benefits shall be provided by participation of the Port of Seattle in the Sheet Metal Workers Union #99 Vacation Plan established for such employees in the industry, and the sum of twenty-eight cents (28¢) per hour of work performed for the Port of Seattle by each such employee shall be deducted from the gross wages of each such employee and said sum shall be paid to the Washington Mutual Savings Bank, for the vacation account of each such employee; employees may take two weeks' vacation but shall take vacation equal to the number of days' pay accumulated each vacation year, which shall be from June 1 through May 31; any employee whose accumulated vacation allowance is less than one (1) day's standard pay shall not be required to take time off as vacation; time off for vacations is not cumulative from one vacation year to the next vacation year.

(d) Pension benefits for those employees in these classifications who are employed in positions not covered by the Washington State Employees' Retirement System shall be provided by participation of the Port of Seattle in the Sheet Metal Workers Local 99 Pension Fund and the sum of twenty-five cents (25¢) per hour of work performed for the Port of Seattle by each such employee shall be paid by the Port of Seattle into said fund.

Section 4. The wage rates and benefits payable to or for Crane

Operators, Crane Oilers and Helpers, and Roller Operators who are affiliated with Local #302, International Union of Operating Engineers and employed by the Port of Seattle shall be:

(a) The hourly wage rate of Crane Operators shall be \$6.50; the hourly wage rate of Crane Oilers and Helpers shall be \$5.97; the hourly wage rate of Roller Operators shall be \$6.16.

(b) Health and Welfare benefits shall be provided by participation of the Port of Seattle in the Locals #302 and #612 of the International Union of Operating Engineers Construction Industry Health and Security Trust Fund, and the sum of thirty cents (30¢) per each compensable man hour of work performed for the Port of Seattle by each such employee shall be paid by the Port of Seattle into said fund.

(c) Pension benefits for those employees in these classifications who are employed in positions not covered by the Washington State Employees' Retirement System shall be provided by participation of the Port of Seattle in the Locals #302 and #612 of the International Union of Operating Engineers Construction Industry Retirement Fund and the sum of forty cents (40¢) per each compensable man hour of work performed for the Port of Seattle by each such employee shall be paid by the Port of Seattle into said fund.

Section 5. The wage rates and benefits payable to or for Carpenters, Stationary Power Saw Operators, Millwrights, and Carpenter Foremen employed by the Port of Seattle shall be as follows:

(a) The hourly wage rate of Carpenters shall be \$5.70; the hourly wage rate of Stationary Power Saw Operators shall be \$5.83; the hourly wage rate of Millwrights shall be \$5.85; the hourly wage rate of Carpenter Foremen shall be \$6.10.

(b) Health and welfare benefits shall be provided by participation of the Port of Seattle in the Western Carpenters-Employers Health and Security Trust Fund, and the sum of twenty cents (20¢) per hour for each compensable man hour of work performed for the Port of Seattle by each such employee shall be paid by the Port of Seattle into said fund.

(c) Pension benefits for employees who are employed in these classifications in positions not covered by the Washington State Employees' Retirement System shall be provided by the participation of the Port of Seattle in the Western Washington Carpenters Retirement Trust and the sum of twenty-five cents (25¢) per hour for each compensable man hour of work performed for the Port of Seattle by each such employee shall be paid by the Port of Seattle into said fund.

Section 6. The wage rates and benefits payable to or for Painter Foremen and Painters employed by the Port of Seattle shall be as follows:

(a) The hourly wage rate for Painter Foremen shall be \$6.20; the hourly wage rate for Painters shall be \$5.70. There shall be added to the foregoing rates an additional amount of twenty cents (20¢) per hour for the following work: spray painting, sandblasting, steam cleaning, swing stage, bridges, towers, tanks on legs, steeples, stacks, toxic materials, bitumastic and open structural steel.

(b) Health and hospital benefits shall be provided by participation of the Port of Seattle in Health and Hospitalization Plan, and the sum of seventeen cents (17¢) per hour for each compensable man hour of work performed for the Port of Seattle shall be paid by the Port of Seattle to the Health and Hospitalization Plan Fund.

(c) Training benefits for employees in the classification of Painters shall be provided by the participation of the Port of Seattle in the Painters Apprenticeship Trust Fund and the sum of one cent (1¢) per hour for each compensable man hour of work performed for the Port of Seattle by each such employee shall be paid by the Port of Seattle into said fund.

Section 7. The wage rates and benefits payable to or for Machinists employed by the Port of Seattle shall be as follows:

(a) The hourly wage rate shall be \$4.97.

(b) Coveralls will be furnished in lieu of the coverall allowance formerly paid.

(c) The following holidays shall be recognized as paid holidays for Machinists who have been employed for ten (10) calendar days and payment shall be made on the basis of eight (8) hours at the approved

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straight time hourly rate, provided the holiday falls within the regularly scheduled work week and the employee worked the last regularly scheduled work day prior to and the first scheduled work day following the holiday:

New Year's Day	Labor Day
Washington's Birthday	Thanksgiving Day
Memorial Day	Second half of each shift (4 hrs.)
Independence Day	the day before Christmas
	Christmas Day

In cases where the above listed holidays fall on Saturday, the Port of Seattle shall have the option of specifying by the Wednesday preceding the holiday whether Friday shall be a regular work day or regarded as the paid holiday. All time worked on the aforesaid holidays shall be compensated for at three times the regular straight time hourly rate. Should any of the above holidays fall on Sunday, the day observed by the State or Nation shall be considered a holiday and compensated for as set forth above. Should any of the above holidays fall within the vacation period of an employee, he shall be paid as set forth above for such holiday, provided he works his last scheduled work day prior to and his first scheduled work day following his vacation period.

(d) Health and welfare benefits shall be provided by participation of the Port of Seattle in the Northwest Metalcrafts Union Welfare Plan, and the sum of twelve cents (12¢) per hour for each payroll hour of work performed for the Port of Seattle by each such employee shall be paid by the Port of Seattle into the Northwest Metalcrafts Trust Fund.

(e) Vacation benefits shall be provided by participation of the Port of Seattle in the International Association of Machinists Local #79 Vacation Plan, as established in the agreement negotiated by the Union with other employers of Machinists in the area; commencing after July 1, 1957 the Port Auditor is hereby authorized to pay such employees, in accordance with said vacation plan, the vacation benefits accruing as a result of work performed by such employees for the Port of Seattle in vacation years commencing with the vacation year beginning June 1, 1957 and ending May 31, 1958, on the following basis: A vacation year shall run from June 1 of any year to June 1 of the next succeeding year, and such employees shall earn vacation credit during each vacation year based upon the number of hours worked as follows: two hundred forty (240) hours, one day; four hundred eighty (480) hours, two days; seven hundred twenty (720) hours, three days; nine hundred sixty (960) hours, four days; twelve hundred (1200) hours, five days; each such employee on June 1 of any year shall be entitled to vacation with pay at employees' straight time rate (excluding shift or other premiums) for the number of days of vacation credit which he has earned in the preceding vacation year; any employee who on June 1 of any year has worked twelve hundred (1200) hours in each of three (3) consecutive vacation years shall be entitled to ten (10) days' vacation with pay at employee's straight time hourly rate (excluding shift or other premiums); any employee who on June 1 of any year has worked twelve hundred (1200) hours in each of twelve (12) consecutive vacation years shall be entitled to fifteen (15) days' vacation with pay at employee's straight time hourly rate (excluding shift or other premiums); any employee who has once qualified for and received ten (10) days' or fifteen (15) days' vacation with pay in any year and who shall in any one vacation year subsequent to June 1950, fail to work a minimum of twelve hundred (1200) hours shall upon working twelve hundred (1200) hours in the next

succeeding vacation year be entitled to ten (10) days' vacation with pay or fifteen (15) days' vacation with pay, whichever is applicable, at employee's straight time hourly rate (excluding shift or other premiums) at the expiration of said vacation year; employees shall be eligible for only one vacation or pay for one vacation during a vacation year; vacations are not cumulative; employees rehired after voluntarily resigning, or being discharged for cause, shall be considered new employees and vacation rights therefore shall only accumulate from the latest date of employment; any employee who quits, is laid off, or is discharged shall be paid for his accumulated vacation credit; and if such employee has previously qualified for two weeks' vacation or three weeks' vacation, he shall be paid for two times or three times, whichever is applicable, the vacation credit set forth in the vacation credit schedule based upon hours worked set forth above.

(f) Pension benefits for those employees in these classifications who are employed in positions not covered by the Washington State Employees' Retirement System, shall be provided by participation of the Port of Seattle in Western Metal Industry Pension Fund and the sum of fifteen cents (15¢) per compensable hour of work performed for the Port of Seattle by each such employee shall be paid by the Port of Seattle into said fund.

(g) An employee having been regularly employed by the Port of Seattle for a period of not less than sixty (60) days and required by law to serve as a jury man shall, upon satisfactory proof to the Port of Seattle of such service rendered, be reimbursed by the Port of Seattle for his work time lost on the basis of the difference between his straight time day shift hourly job classification rate and his jury pay (excluding travel allowance); provided, however, such Port of Seattle reimbursement shall not be applicable to any period of time during which said employee-jury man did not perform work for the Port of Seattle other than when prevented from doing so solely because of said jury service; and further provided that such Port of Seattle reimbursement is, in no event, to be applicable for a period of more than eight (8) hours in a standard work day, nor more than five (5) days in a standard work week.

In applying the foregoing, it is understood that if an employee is called for jury service, responds to the call, and loses time but is not accepted for jury service or serves and is relieved therefrom by the middle of his work shift, the employee will be reimbursed by the Port of Seattle for his work time lost on the basis of the difference between his straight time shift hourly job classification rate and his jury pay (excluding travel allowance) provided he returns to his job immediately and promptly reports these facts to the Port of Seattle; provided further that if an employee works his regular shift in addition to performing jury duty, he shall not be paid by the Port of Seattle under the provisions of this subsection.

(h) The Port of Seattle shall pay the sum of \$12.10 per month for each employee who worked eighty (80) hours or more during the preceding month into the Northwest International Association of Machinists Dental Trust. The funds so paid shall be administered by the Board of Trustees of the Northwest I. A. M. Benefit Trust Fund.

Section 8. The wage rates and benefits payable to or for Labor Foremen, Track and General Laborers, and Jack Hammer Operators employed by

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The Port of Seattle shall be as follows:

(a) The hourly wage rate of Labor Foremen shall be \$6.10; the hourly wage rate of Track and General Laborers shall be \$4.60; the hourly wage rate of Jack Hammer Operators shall be \$4.80.

(b) In addition to the hourly wage rates of Track and General Laborers and Jack Hammer Operators set forth in subsection (a) above, these employees represented by Union #242 shall receive an additional sum in the amount of thirty cents (30¢) for each compensable man hour as an amount paid in lieu of health and welfare payments. Health and welfare benefits for those employees represented by Union #440 shall be provided by participation of the Port of Seattle in the Western Washington Laborers-Employers' Trust Fund and the sum of thirty cents (30¢) for each compensable man hour performed for the Port of Seattle by each such employee shall be paid by the Port of Seattle into said fund. Also, each employee, not covered by Washington State Employees' Retirement Program, shall receive an additional sum in the amount of thirty cents (30¢) for each compensable man hour as an amount paid in lieu of pension benefits.

(c) The Port of Seattle shall participate in the Western Washington Laborers' Training Fund and the sum of two cents (2¢) for each hour worked by Port of Seattle members of Laborers Union Locals 242 and 440 shall be paid by the Port into said fund.

Section 9. The wage rates and benefits payable to or for Foreman

Sprinkler Fitters and Sprinkler Fitters employed by the Port of Seattle shall be:

(a) The hourly wage rate of Foreman Sprinkler Fitters shall be \$7.30 and the hourly wage rate of Sprinkler Fitters shall be \$6.80. One dollar (\$1.00) per hour shall be deducted from the net wages of both classifications for vacations and paid by the Port of Seattle to the Fidelity Savings and Loan Association, Seattle, Washington.

(b) Health and welfare benefits for employees in these classifications shall be provided by participation of the Port of Seattle in the National Automatic Sprinkler Local #699 United Association Health and Welfare Fund, and the sum of fifteen cents (15¢) per hour for each hour of work performed for the Port of Seattle by each such employee shall be paid by the Port of Seattle into said fund.

(c) Pension benefits for employees in these classifications who are employed in positions not covered by the Washington State Employees' Retirement System shall be provided by participation of the Port of Seattle in the National Automatic Sprinkler Local #669, U. A. Pension Fund, and the sum of twenty-five cents (25¢) per hour of work performed for the Port of Seattle by each such employee shall be paid by the Port of Seattle into said fund.

(d) The recognized holidays are as follows:

New Year's Day	Labor Day
Decoration Day	Thanksgiving Day
Fourth of July	Christmas Day

Work performed on one of the above holidays shall be at double the straight time rate. When one of the above holidays falls on Sunday, the following Monday shall be considered the holiday, and all work performed on said day shall be at the double time rate.

Section 10. The wage rates and benefits payable to or for Truck

Drivers employed by the Port of Seattle shall be:

(a) The hourly wage rate of Truck Drivers - under 20,000# shall be \$4.19; Truck Drivers - over 20,000# shall be \$4.24; Truck Drivers - six wheel (double axle) semi-truck-trailer shall be \$4.29; Truck Drivers - construction dump shall be \$5.75.

(b) Health and welfare benefits shall be provided by participation of the Port of Seattle in the Puget Sound and Inland Empire Teamsters' Health and Welfare Fund, and the sum of twenty-three dollars and twenty-seven cents (\$23.27) per month for each such employee who works eighty (80) hours for the Port of Seattle in the previous month shall be paid by the Port of Seattle into said fund.

(c) The following holidays shall be recognized as paid holidays for Truck Drivers on the basis of eight (8) hours at the approved straight time hourly scale:

New Year's Day	Labor Day
Washington's Birthday	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	

All regular employees shall be paid for all such holidays regardless upon which day in the week the holiday shall fall. If any work is performed by such regular employees on such holidays, he shall be paid eight (8) hours' pay at two (2) times the straight time rate plus one dollar and twenty-five cents (\$1.25) per hour. When any of the aforementioned holidays falls on Sunday, the Monday following shall be considered the holiday. If a holiday occurs during an employee's vacation, he shall receive holiday pay in addition to his vacation pay.

(d) Vacation benefits shall be provided by participation of the Port of Seattle in the Vacation Plan provided for in the Private Carrier Agreement negotiated between employers of Truck Drivers and Local Union No. 174, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America; any such employee who has been continuously employed by the Port of Seattle for one year or over shall receive one (1) week's vacation with pay (40 hours times his basic hourly rate of pay); any such employee who has been continuously employed by the Port of Seattle for two (2) years or over shall receive two (2) weeks' vacation with pay (80 hours times his basic hourly rate of pay); any such employee who has been continuously employed by the Port of Seattle for five (5) years or over shall receive three (3) weeks' vacation with pay (120 hours times his basic hourly rate of pay); any employee who has been continuously employed by the Port of Seattle for nine (9) years or over shall receive four (4) weeks' vacation with pay (160 hours times his basic hourly rate of pay); all regular employees shall receive prorated vacations after the first year of service at the rate of one-twelfth (1/12) of the determined vacation pay for each month of service.

Vacations shall be scheduled in accordance with seniority with the understanding that in the case of employees entitled to three (3) or four (4) weeks' vacation, not less than two (2) weeks' shall be scheduled consecutively in accordance with seniority, and the remaining earned vacation time by mutual agreement between the Port of Seattle and the employees.

(e) If any employee employed by the Port of Seattle in this classification suffers a death in the immediate family, such employee shall be allowed one day's pay regardless of what day the death may occur, by payment of eight (8) hours' pay at the straight time hourly rate. In the event death occurs during the work week, he shall receive one day off with pay or an additional day's pay in lieu thereof. Immediate family shall be defined as wife, husband, son, daughter, mother, father, brother or sister residing within the United States.

(f) Commencing July 1, 1962, employees regularly employed full time by the Port of Seattle in this classification shall be granted accumulated sick leave pay at a rate of three and one-third (3-1/3) hours' per month. Accumulated sick leave pay shall be payable at the rate of one (1) day's (eight (8) hours) pay per day at the straight time rate from and including the third working day of sickness; provided that when the employee is hospitalized on the first working day of sickness, pay shall commence on such first working day, and that the daily total of sick leave pay under this Section, and disability payments provided by the Health and Welfare Plan under subsection (b) above, shall not exceed the daily contract rate.

Sick leave shall be cumulative from year to year, not to exceed thirty (30) days.

Sick leave benefits shall apply only to bona fide cases of sickness and accidents, with the exception of on-the-job accidents which are covered by State Industrial Insurance.

(g) Pension benefits for those employees in this classification who are employed in positions not covered by the Washington State Employees' Retirement System shall be provided by participation of the Port of Seattle in the Western Conference of Teamsters Pension Trust Fund and the sum of twenty-five cents (25¢) per hour of work performed for the Port of Seattle by each such employee shall be paid by the Port of Seattle into said fund. These payments are not to exceed \$43.25 monthly.

(h) If any employee employed by the Port of Seattle in this classification is called upon for jury service in any municipal, county, state or federal court, he shall advise the Port of Seattle upon receipt of such call and if taken from his work for such service shall be reimbursed for any loss of wages while actually performing such service, provided he exhibits to the Port of Seattle his properly endorsed check and permits the Port of Seattle to copy the check or voucher he receives for such service. The amount to be reimbursed shall be determined by subtracting the amount he received for such service from the amount he would have earned at his regular straight time hourly rate during the regular working hours he missed while performing such service.

(i) Dental benefits shall be provided by the participation of the Port of Seattle in the Puget Sound and Inland Empire Teamsters Dental Plan, and the sum of eleven dollars (\$11.00) per month for each such employee who works eighty (80) hours for the Port of Seattle during the preceding month shall be paid by the Port of Seattle into said fund by the tenth (10th) day of each month.

(j) Effective April 1, 1968 payment of one dollar seventy-three cents (\$1.73) per month for each employee who was compensated for at least eighty (80) hours the preceding month shall be made by the Port of Seattle into the Western Conference of Teamsters Trusteed Retirees' Health and Welfare Plan.

(k) Effective April 1, 1968, payment of four dollars thirty-three cents (\$4.33) per month for each employee who was compensated for at least eighty (80) hours the preceding month shall be made by the Port of Seattle into the Western Conference of Teamsters Trusteed Vision Fund.

Section 11. The wage rates and benefits payable to or for Sign Painters and Pictorial Painters employed by the Port of Seattle shall be as follows:

(a) The hourly wage rate of Sign Painters shall be \$5.44; the hourly wage rate of Pictorial Painters shall be \$5.69.

(b) Health and welfare benefits shall be provided by participation by the Port of Seattle in the Medical-Hospitalization Trust Fund, referred to as the Painters' Trust, and the sum of twelve cents (12¢) per hour for each hour of work performed for the Port of Seattle by each such employee shall be paid by the Port of Seattle into said trust.

(c) Vacation benefits shall be provided by participation of the Port of Seattle in the vacation plan established for such employees in the industry, and in an amount equal to eighteen cents (18¢) per hour for which straight time compensation is paid by the Port of Seattle for work performed by each such employee shall be deducted from the gross wages of each such employee and said sum shall be paid to the Washington Mutual Savings Bank for the vacation account of each such employee; provided that such deductions shall start at the time of first employment and shall be retained by the Port of Seattle until the employee shall have worked not less than five hundred (500) hours in any year commencing July 1, 1959, such total of not less than five hundred (500) hours of work to include employment with other employers in the area who are parties to this vacation plan; when not less than five hundred (500) hours shall have been worked, then deductions made by the Port of Seattle covering such employment by the Port of Seattle shall be deposited in the bank, with all legal payroll withholdings for income tax, social security, etc., taken into account, with such vacation deductions transmitted monthly to the bank; in the event of termination of any employee who has not worked at least five hundred (500) hours for the Port of Seattle as provided for above, the Port of Seattle shall notify the Sign, Scene, Pictorial Painters, Card Writers, Sign Hangers and Display Men's Union, Local #435, as to the number of hours said employee has worked prior to his termination of employment with the Port of Seattle, and in the event said employee terminates his employment in the industry in this area before completing the five hundred (500) hours as required, such deductions made by the Port of Seattle on his wages shall revert to the Port of Seattle.

Vacations shall be compulsory and no vacation pay shall be allowed before April 1, 1960; in case of death of an employee the balance on deposit for his account shall be paid to such person or persons entitled thereto upon submission of necessary proof; the employee shall make application for vacation to the Union upon an application card furnished by the Union and shall notify the Port of Seattle at least fifteen (15) days in advance of the date on which it is desired that his vacation will begin; the employee will then take his card to the business representative of the Local Union or its authorized representative who will sign it and return it to the employee, who may at the proper time present it to the bank and withdraw such vacation funds as may be on deposit to his credit, with the exception that a minimum of one dollar (\$1.00) shall remain in the account to keep it open;

vacation arrangements to fit the particular needs of the Port of Seattle shall be allowed by mutual agreement between the Port of Seattle, the employee and the Local Union; any employee who is unable to take his vacation at the time agreed upon as provided above, either because of accident or sickness or because he is required by the Port of Seattle to work during that period shall be granted his vacation by the Port of Seattle as soon thereafter as is reasonably convenient; when the employee is so required by the Port of Seattle during the vacation period as previously decided upon, he shall be paid for his work during that period at regular rates of pay.

(d) The recognized holidays are as follows:

New Year's Day	Independence Day
Washington's Birthday	Thanksgiving Day
Memorial Day	Christmas Day

If a holiday falls on Sunday, the following Monday shall be considered a holiday. In no case shall any work be performed on Labor Day.

(e) Effective July 1, 1968 the sum of ten cents (10¢) per hour worked shall be paid by the Port of Seattle into the Brotherhood of Painters, Decorators and Paper Hangers of America Union and Industry National Pension Fund.

Section 12. In order to defray its share of expenses incurred in the maintenance and operation of central hiring and dispatching halls for the dispatch of longshoremen, dock workers, clerks and clerk supervisors, the Port of Seattle shall pay to Pacific Maritime Association or to its duly designated agent a man-hour assessment of five and one-half cents (5-1/2¢) per hour on all hours of work performed for the Port of Seattle by such classifications of employees.

Section 13. Unless otherwise herein provided, overtime work for the Port of Seattle by the employees in the classifications covered hereby shall be paid for in accordance with the practices of private employers of each such classification in the applicable industry.

Section 14. Effective October 1, 1965, any regular employee in the classifications covered by this resolution who is called for and serves upon a jury and where no provision is otherwise made herein for jury duty payments, shall be reimbursed by the Port of Seattle for the work time lost on the basis of the difference between his straight time pay and his jury pay (excluding travel allowance). However, such reimbursement shall not be for more than a standard eight (8) hour day nor more than five (5) days in a standard work week. If, on any regular work day (or one-half day or more thereof), the employee is dismissed from jury service, he shall immediately notify the Port of Seattle that he

is available for work. If he fails to notify the Port, he shall disqualify himself from the reimbursement provided herein. Jury time shall not be used for purposes of computing overtime pay.

Section 15. All regular wage employees of the Port of Seattle are eligible to participate in the Employees' Suggestion System, detailed in Port of Seattle General Procedure Bulletin G-5.

Section 16. The Port Auditor is hereby authorized and directed to pay wages and benefits in accordance with the provisions of this resolution.

Section 17. As of the effective date of this resolution, all prior motions and resolutions of the Port Commission of the Port of Seattle dealing with the same subject matters are hereby repealed, including but not limited to Resolution No. 2211.

Section 18. Employees working in classifications covered by this Resolution shall not receive any vacation or sick leave benefits other than as herein provided.

Section 19. During the period from the effective date of this resolution, any changes in the wage rates or other benefits herein provided shall be made by motion of the Commission duly carried and authenticated.

Section 20. This resolution may hereafter be referred to and cited as the Port of Seattle Wage and Benefit Resolution.

ADOPTED by the Port Commission of the Port of Seattle this 13th day of January, 1970, and duly authenticated in open session by the signatures of the Commissioners voting in favor thereof and the Seal of the Commission.

Paul R. Mitchell
Mark D. Adlum
H. Knox Coe
Jenkins Sanford
R. Stuart Furbush

(SEAL)