



UNITED ASSOCIATION

of Journeymen and Apprentices of the
Plumbing and Pipe Fitting Industry of
the United States and Canada

William P. Hite
General President

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General Secretary-Treasurer

Stephen F. Kelly
Assistant General President

Founded 1889

UA Local Union: **32 595 Monster Rd SW, # 213, Renton, WA 98057**

Letters should
be confined to
one subject

Subject:

MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN

UNITED ASSOCIATION LOCAL #32

OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY

OF THE UNITED STATES AND CANADA

AND

THE PORT OF SEATTLE

It is the desire of the Port of Seattle Marine Maintenance Shop to provide fair and equitable benefits to all shop stewards within the union locals covered by the Maintenance Agreement Addendum between the Port of Seattle and the Seattle Building and Construction Trades Council (**Building Trades Agreement**).

This includes plumbers, who are effectively employed as full time employees, but wish to remain at the temporary emergency-hire status. As such, they are governed by the terms of the Labor/Management Agreement between United Local #32 of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (**Local #32 Agreement**).

Other *temporary emergency-hire employees* are governed by the terms of their respective agreements, which do not contain comparable benefits for shop stewards. Other *full time employees* are governed by the Building Trades Agreement, which again, does not contain comparable benefits for shop stewards. This creates a disparity in benefits for shop stewards in all cases.

To remain fair and consistent, exemption is necessary from sections of Article IX – Shop and Job Steward Rules, as addressed in the Local #32 Agreement. Terms of the Local # 32 Agreement requiring exemption in the Port of Seattle Marine Maintenance Shop includes the following sections of Article IX: The last sentence of Section 1 and all of Section 6, as outlined below.

Section 1. The last sentence only, which reads; “The Steward shall be included on all overtime work provided he is competent and capable of performing the work required.”

Section 6. ALL of Section 6, including language that implies a Shop Steward shall be the *last* person on the crew to be laid off. This is inconsistent with our fair and equitable treatment of *all* employees.

United Association Local 32:

Port of Seattle:

Jeff Owen

Date

Local 32 Business Agent

Tay Yoshitani

Date

Chief Executive Officer, Port of Seattle

