

**MEMORANDUM OF UNDERSTANDING**  
by and between  
**PORT OF SEATTLE**  
And  
**GENERAL TEAMSTERS LOCAL UNION NO. 174**  
Affiliated with the  
**INTERNATIONAL BROTHERHOOD OF TEAMSTERS**  
  
**Re: Pension Compliance**

This Memorandum of Understanding (MOU), made effective as of the date of signing, is entered into by and between the Teamsters Local 174 (Union) and the Port of Seattle (Port), referred to herein as the Parties.

WHEREAS, the Parties executed a new Collective Bargaining Agreement on February 20, 2025, which expires on May 31, 2027;

WHEREAS, the Collective Bargaining Agreement includes employer contributions, on behalf of each employee, to the Western Conference Teamsters Pension Trust;

WHEREAS, the Collective Bargaining Agreement includes vacation and sick leave accrual lump sum and/or cash-out benefits;

WHEREAS, the Western Conference Teamsters Pension Trust rejected acceptance of the new Collective Bargaining Agreement based upon the language associated with vacation and sick leave accrual lump sum and/or cash-outs;

WHEREAS, the parties wish to amend the benefits and language associated with vacation and sick leave accrual lump sum and/or cash-outs to meet the requirements of the Trust;

NOW THEREFORE, the Parties agree as follows:

1. The following paragraph from 15.02 shall be amended to read:

Upon termination or retirement, employees with at least five (5) years of continuous service may cash out their Sick Leave bank (within 480-hour limit) at 50% of the then current rate of pay. Contributions to Trust pension and benefits will not be made for Sick Leave cash out payments at termination or retirement.


2. Article 17.02, Voluntary Cash Out of Accumulated Vacation shall be deleted and replaced with the following:

Date Ratified:	<u>6/12/25</u>
Agent OK:	<u>WLS</u>
Date:	<u>8/22/25</u>

Article 17.02 Payment of Unused Vacation at Retirement or Termination: One hundred percent (100%) of unused vacation shall be paid to each regular employee covered by this Agreement who leaves the employment of the Port. Payment of unused vacation at retirement or termination shall not be subject to pension and benefit contributions.

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

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Stephen P. Metruck, Executive Director  
Port of Seattle

  
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Rick Hicks  
Secretary-Treasurer  
Teamsters Local 174

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Date

August 22, 2025  
Date