

MEMORANDUM OF UNDERSTANDING

The Port of Seattle, Seattle-King County Building & Construction Trades Council and Western States Regional Council of Carpenters are parties to a Project Labor Agreement (“Agreement”) dated December 10, 2024. The Parties agree to revise Article 11 APPRENTICESHIP UTILIZATION of that Agreement as follows:

Apprentices working on Port projects under the PLA shall be eligible for participation in the Port of Seattle's Employee Assistant Program (EAP) at no cost to the apprentice or their employer. Eligibility and participation of apprentices shall be subject to the terms and conditions of such plan including any plan amendment, revision or possible cancellation. It is further agreed that terms or content of the EAP plan itself, plan administration or any determination made under the plan shall not be subject to the Grievance Procedure or to any other Provision of this Agreement or to negotiation by the Unions.

This change is effective immediately. All other articles and sections of the Agreement are unchanged and remain in full force and operation.

ENTERED INTO THIS 10th day of November, 2025.

PORT OF SEATTLE:

Signature: _____ Date: _____
Stephen P. Metruck, Executive Director

FOR THE UNIONS:

Seattle Building & Construction Trades Council, AFL-CIO

Signature:  Date: 12-03-25
Monty Anderson, Executive Secretary

Western States Regional Council Carpenters

Signature: ANTONIO ACOSTA Date: 12/03/2025
Antonio Acosta, Regional Manager