

Amendment to the Collective Bargaining Agreement between the Teamsters Local Union 589 and the Port of Port Townsend

WHEREAS, Teamsters Local Union 589 and the Port of Port Townsend are parties to a collective bargaining agreement (CBA) dated September 21, 2020, and

WHEREAS, the parties met and bargained proposed amendments to the CBA, and

WHEREAS, the parties desire to adjust certain terms of the CBA,

NOW THEREFORE, the CBA is amended as follows:

1. Article 27 is amending to read as follows:

ARTICLE 27 - TERM OF AGREEMENT

27.1 This agreement shall be effective upon its execution and shall continue in full force and effect to and including December 31, 2024. Should either party desire to modify or terminate this agreement on December 31, 2024, it shall serve written notice at least one-hundred eighty (180) days prior to this date. This agreement may be extended by mutual agreement through the end of 2025.

2. The first sentence and A.3 of Appendix A are amended to read as follows:

This wage table will be increased by 100% of the Seattle Tacoma Bellevue CPI-U Bi-Monthly Data June to June, in January 1, 2021, and January 1, 2022, and January 1, 2023, and January 1, 2024, with 2% Minimum to a Maximum of 5%. This will continue for the life of the agreement.

A.3 Wage table:

Union Wage Table
Effective October 1, 2021

Grade	85%					95%					100%					Position Title
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14		
10	\$21.40	\$22.04	\$22.70	\$23.38	\$24.09	\$24.81	\$25.56	\$26.32	\$27.11	\$27.92	\$28.76	\$29.61	\$30.48	Yard Laborer, Yard Laborer/Custodian, Custodian (a)		
11	\$22.98	\$23.67	\$24.38	\$25.11	\$25.88	\$26.64	\$27.44	\$28.26	\$29.11	\$29.98	\$30.88	\$31.79	\$32.71	Customer Service Representative, Quilcene Facility Attendant, Hoist Operator I (a)		
16	\$25.78	\$26.55	\$27.35	\$28.17	\$29.01	\$29.88	\$30.78	\$31.70	\$32.65	\$33.63	\$34.64	\$35.66	\$36.70	Customer Service Representative II, Hoist Operator II, Enviro Specialist, Maintenance Tech II (b)		
23	\$29.04	\$29.91	\$30.81	\$31.73	\$32.68	\$33.67	\$34.68	\$35.72	\$36.79	\$37.89	\$39.03	\$40.19	\$41.37	Hoist Operator III, Maintenance Tech II - Specialist (c)		
29	\$33.84	\$34.98	\$36.15	\$37.35	\$38.58	\$39.85	\$41.15	\$42.49	\$43.86	\$45.27	\$46.71	\$48.18	\$49.68	Maintenance Lead - Mechanic II (c)		

(a) Grades 7-9 have been consolidated to Grade 10. Hoist Operator I was moved from Grade 10 to Grade 11
 (b) Grades 17 and 18 were consolidated to Grade 16, which is higher pay due to previous adjustments to the Wage Table over the years.
 (c) Grades 21 and 22 were consolidated into Grade 23. Maintenance Lead - Mechanic II, Grade 29, replaced the position of Maintenance - Mechanic in 2018. The former position would now be considered a "specialist" position as a Maintenance Tech II - Specialist (as Mechanic II). Other "Specialist" positions are Carpenter and Electrician and do not have to be filled until deemed necessary

2021 Wage Table was updated by consolidating Grades 7-9 into Grade 10, consolidating Grades 17 and 18 into Grade 16, and consolidating Grades 21 and 22 into Grade 23

3. Appendix B is amended to read as follows:

Amendment to Port of Port Townsend and
Teamsters Local 589
2021 through 2024

APPENDIX "B"

<u>Classification</u>	<u>Range</u>
Yard Laborer	10
Yard Laborer/Custodian (a, b)	10
Custodian (b)	10
Hoist Operator I	11
Customer Service Representative	11
Quilcene Facility Attendant	11
Hoist Operator II	16
Customer Service Representative II	16
Environmental Specialist	16
Maintenance Tech II	16
Maintenance Tech II/Mechanic I	16
Hoist Operator III	23
Maintenance Tech II/Specialist	23
Maintenance Lead/Mechanic II (c)	29

4. All other provisions of the CBA shall remain unchanged.

Signed this 13th day of September, 2021.

TEAMSTERS LOCAL UNION 589

PORT OF PORT TOWNSEND


Secretary Treasurer Mark Fuller


Executive Director Eron Berg