



David Leon  
Project Labor Manager  
2421 South 192 Street #4B, SeaTac, WA 98188  
Tel: (206) 787-5712 / Fax: (206) 439-7788  
Email: leon.d@portseattle.org  
www.portseattle.org

## LETTER OF UNDERSTANDING

August 18, 2009

Lee Newgent, Executive Secretary  
Seattle / King County Building & Construction Trades Council  
6770 East Marginal Way S  
Building E, Ste. 360  
Seattle, WA 98108

### Re: Breath Alcohol Testing Threshold under Port of Seattle PLA

Dear Lee:

The PLA allows for updates to the substance abuse procedures to keep consistent with SAMSHA standards. We agree that, effective on the date of your signing this letter of understanding, the alcohol testing threshold shall be modified from the PCI policy such that any test under 0.02% shall be a negative result, allowing an employee to go to work. Test results between 0.02% and 0.04% shall continue to be treated as per existing policy, i.e., the employee will be held off the job site for one day, but may return to re-test the next day. Test results at or above 0.04% shall continue to be treated as per the provisions of Appendix "A". I trust that the above is consistent with our discussions. If you agree that this letter accurately states the terms of our understanding, please indicate your agreement and acceptance on behalf of the Building Trades Council and its affiliate local unions in the space provided below.

Sincerely,

David M. Leon  
On behalf of the Site Owner and Administrator,  
The Port of Seattle

### AGREED AND ACCEPTED

On behalf of the Seattle / King County Building & Construction Trades Council and the local unions signatory to the Seattle-Tacoma International Airport Project Labor Agreement this 16 day of September, 2009.

Lee Newgent, Executive Secretary  
Seattle / King County Building & Construction Trades Council