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Marine Employees' Commission Salary Survey External Report

HayGroup®



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Photo by Stephen J. Brown, courtesy of Washington State Ferries

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Section 1 Executive Summary

The 2010 Marine Employees' Commission Salary Survey (MECSS) included data from fifteen (15) organizations. Of those, thirteen (13) were returning organizations from 2008 and two (2) were new to the survey. Listings of invited and participating organizations can be found in Section 2 of this report (and further broken down by survey in Section 5).

There were three different survey tools offered to participants, depending on the nature of the operation: Ferry/Terminal; Shipyards; and Administrative.

Eight (8) organizations reported data for Ferry/Terminal positions; four (4) for Shipyard positions; and seven (7) for Administrative positions. In addition, the Washington State Ferry System reported data for Ferry/Terminal, Shipyards, and Administrative positions. Additional participants were invited to each of the surveys as set out in Section 5 and thus changed the sample size and population of each survey group. As such, caution should be taken when making individual market data comparisons between this report and prior reports.

Key findings from the three surveys are as follows:

- The Ferry/Terminal benchmarks continue to track close to the market as was seen in past reports. Comparisons were again made against the market including and excluding Alaska Marine Highway Systems Cost of Living Differential (COLD).
 - Washington State Ferry Systems' (WSFS) base salary is on average 2% below the market when compared to the Weighted Average (Actual) Base pay including COLD and 3.6% above the market excluding COLD.
 - Comparison of base salary plus benefits moves the competitive position slightly higher with WSFS tracking at 2.1% above the market including COLD and 6.7% above excluding it.
- The Shipyard market data for benchmark positions is reasonably similar to 2008 in terms of base salary.
 - The position of Truck Driver is one exception. Market data between the 2008 report and the current analysis show a decrease in base salary for this position in addition to all but one of the four participants reporting their matches for this position as currently vacant. The decrease in the market average makes WSFS appear to be much more competitive for this position than in 2008.

Section 1 Executive Summary (cont'd)

- Overall, Shipyard benchmark positions are approximately 4% below the market at base salary. This adjusts to 6.4% below the market when the Truck Drivers are excluded; slightly more competitive than the 10% below market reported in 2008.
- Benefits for these positions bring the market position for base salary plus benefits up to 1.6% above the market.
- The Administrative benchmarks appear to be slightly more competitive this year compared to the 2008 report, though the small and inconsistent sample size (number of organizations providing matches) in 2008 and continuing with the current study, make interpretations of this data uncertain.
 - Average base salary for the benchmark positions lag the market by approximately 17.1%.
 - Base salary plus benefits lag the market by 18.2%.

Section 2 Introduction

The State of Washington's Marine Employees' Commission (MEC) is required by law (RCW 47.64.220) to oversee the conduct of a comprehensive salary survey of comparable maritime employers, in both the public and private sectors, along the west coast of the US and Canada. Surveys have been conducted biennially since 1983, with the 2008 survey conducted by Milliman, Inc., a management consulting firm located in Seattle, WA.

The 2010 Marine Employees' Commission Salary Survey (MECSS) was conducted by Hay Group, a worldwide human resources management consulting firm. The Washington State Department of Personnel (DOP) contracted with Hay Group on behalf of the MEC to:

- Coordinate identification of target participants;
- Contact target organizations and invite their participation;
- Collect and audit copies of relevant collective bargaining agreements;
- Develop the survey tool and related documents;
- Conduct the survey;
- Ensure the quality of data received;
- Develop data analysis and interpretation; and
- Prepare reports for the MEC and for survey participants.

Section 2 Introduction (cont'd)

Identification of Target Participants

In the interest of consistency of data from year to year, the same participants from the 2008 survey were invited to participate in the 2010 survey. In addition, the following organizations were found to meet statutory requirements for participation in the survey and, at the request of the Inlandboatmen's Union, were invited in 2010: Whatcom County, Skagit County, and McNeil Island Ferry. Of these, Whatcom County chose not to participate.

List of Participating Organizations (15)

Alaska Marine Highway System	Ketchikan, AK
Black Ball Transport	Seattle, WA
British Columbia Ferry Corporation	Victoria, BC
Department of the Navy (HRSC)	Silverdale, WA
Foss Maritime	Seattle, WA
Golden Gate Ferry Corporation	San Rafael, CA
King County (WA) Marine Division	Seattle, WA
McNeil Island Ferry	McNeil Island, WA
Pierce County (WA) Marine Division	Tacoma, WA
Port of Seattle	Seattle, WA
Port of Tacoma	Tacoma, WA
Skagit County (WA)	Mt. Vernon, WA
Sound Transit	Seattle, WA
Totem Ocean	Federal Way, WA
Vancouver Shipyards	N. Vancouver, CAN

Section 2 Introduction (cont'd)

The following organizations were invited to participate but declined:

Crowley Marine	Seattle, WA
Gunderson LLC	Portland, OR
Manson Construction	Seattle, WA
Todd Pacific Shipyards	Seattle, WA
Whatcom County (WA) Marine Div	Bellingham, WA

Note to Survey Participants

The success of this survey depends on the cooperation of ferry and marine operations, shipyards, and other employers. The MEC is grateful to the organizations that regularly participate in this survey, as their regular participation increases the validity of the data we are able to report. Each participant will receive a complimentary copy of the 2010 survey results.

Section 3 Survey Methodologies

Survey Tools

Hay Group developed three different survey tools to capture the wage, premium pay, and benefit information requested by the MEC:

- Ferry/Terminal Position Survey (F/T)
- Shipyard Position Survey (SYD)
- Administrative Position Survey (ADM)

Participants did not necessarily receive all three survey tools. Rather, they received survey documents that were relevant to the nature of their operations. Specifically, survey documents were sent to participating organizations as follows:

Alaska Marine Highway System	F/T
Black Ball Transport	F/T
British Columbia Ferry Corporation	F/T
Department of the Navy (HRSC)	SYD
Foss Maritime	SYD, ADM
Golden Gate Ferry Corporation	F/T
King County (WA) Marine Division	F/T, SYD, ADM
McNeil Island Ferry	F/T
Pierce County (WA) Marine Division	F/T, SYD, ADM
Port of Seattle	SYD, ADM
Port of Tacoma	ADM
Skagit County (WA)	F/T
Sound Transit	ADM
Totem Ocean	ADM
Vancouver Shipyards	SYD

Section 3 Survey Methodologies (cont'd)

Some participants determined that they did not have comparable matches to every survey tool that they were sent and thus did not complete all surveys as invited. Participants submitting data for each survey are detailed in tables in Section 5.

Complete copies of each of the three survey tools can be found in the Appendix.

All survey data is effective as of October 1, 2009.

Collective Bargaining Agreements (CBAs)

Hay Group collected CBAs and/or Memorandums of Understanding (MOUs) from each survey participant for any and all unions that represent positions matched in the survey.

Hay Group audited each CBA/MOU against participant survey submissions in order to check abnormally high or low data, fill in missing/incomplete information, verify salary information, identify incorrect matches to benchmark descriptions (where information was available), and verify premium pay as submitted.

Participants were contacted by a Hay Group representative to clear up discrepancies.

Section 3 Survey Methodologies (cont'd)

Data Analysis: COLD, Weighted Averaging, and Benefits Values

- COLD is a Cost of Living Differential/geographic differential used by the Alaska Marine Highway System to reflect the difference in the cost of living between Alaska and Seattle, WA. The Ferry/Terminal salary data analysis was completed both with this differential included and with it excluded.
- Hay Group calculated weighted averages using the current number of employees matched in each benchmark job as well as the average actual pay rate given to those incumbents. The weighted average base pay reflects the total of average actual pay rates reported divided by the number of incumbents reported. An example follows here:

Company	Number of Employees in Benchmark Position	Average Actual Pay Rate of Those Employees	Column 2 x Column 3
X	24	18.99	455.76
Y	3	16.59	49.77
Z	22	21.03	462.66
Total	49		968.19

$$\text{Weighted average} = 968.19 / 49 = 19.76$$

Section 3 Survey Methodologies (cont'd)

- Benefit values were rolled up as a contribution to the total compensation values using the following equation for each organization:

[Monthly Employer paid Medical, Dental, and Vision contributions for employee w/spouse and 2 children] / 168 hours

Example using WSFS amounts: $\$1,076.19 + \$125.07 + \$0 = \$1,201.26$
 $\$1,201.26/168 = \7.15 per hour

- It is our understanding that this is consistent with what has been done in past MECSS reports.
- WSFS values used include the actual amounts paid by the State for medical, dental, and vision contributions for employee w/spouse and two children; they are not blended or composite rates.
- Amounts were not converted into hourly amounts within the Administrative analysis because the data is already reported as monthly figures.
- Where amounts were provided by participants in hourly amounts, figures were first converted to monthly rates based on the reported number of regularly scheduled hours per year (i.e., 40 hours per week = 2080 hours per year/12 months per year). This amount was then reconverted into an hourly amount based on the formula above to ensure “apples-to-apples” comparisons.
- Note: This benefit value is a calculation of *benefit premium values* as submitted in the survey documents and does not take into account the *actual value of each program* offered by participants.

Section 4 Terms and Definitions

Administrative (Office and Terminal)

Office, Terminal, and other administrative personnel. Other positions include Custodian as well as the Marine Operation Watch Supervisor.

Average (Actual) Base Pay Rate

The average actual base pay per hour or per month for all incumbents/employees in a job classification excluding any overtime or pay premiums.

Benefits Data

Non-cash compensation which accrues to employees in addition to wages, including health, vision, and dental care; life insurance, vacation, sick leave, provision of travel passes where applicable, etc. Premiums for most prevalent health, vision, and dental care plans were collected on the basis of employee only and employee plus spouse and two children.

Cost of Living Differential (COLD)

COLD payments are a geographical differential intended to reflect the cost of living differences between Seattle and Anchorage/Juneau, Alaska. The cost of living differential allowance applied to the base hourly rate or as an additional payment each pay period for specific positions with the Alaska Marine Highway System.

EE

Abbreviation used within premium pay and benefit tables to represent “employee.”

ER

Abbreviation used within premium pay and benefit tables to represent “employer.”

Exchange Rate

Canadian pay and benefit rates adjusted to U.S. dollar equivalent at \$1 United States = \$ 1.0836 Canadian. This is based on closing exchange rate on October 1, 2009 as reported by Reuters Investor.

Section 4 Terms and Definitions (cont'd)

Ferry and Terminal Employees

Ferry personnel are employees onboard vessels, including deck and engine room personnel, both licensed and unlicensed. Terminal personnel include terminal agents, ticket sellers, ticket takers, terminal attendants/watchmen, information clerks, and shoregang.

Premium Pay Data

Extra pay earned by a worker in a specific classification. Includes extra pay for overtime, work on paid holidays, handling of dirty or hazardous materials, shift differentials, etc.

Represented/Non-Represented Employee

Represented employees are those employees in a job for which terms and conditions of employment are bargained by a union.

Salary Range

Lowest to highest base salary rate reported by an employer for a specific job classification. Analysis includes flat rates of pay where there is no salary range with the single rate reported for both minimum and maximum.

Shift Differential

Additional pay per hour worked on either swing (typically 4:00 p.m. –12:00 a.m.) or graveyard (typically 12:00 a.m. – 8:00 a.m.) shifts. Actual scheduled hours worked on either shift may vary due to employer's specific work schedule policy.

Shipyards

Shipyards trades, include shipwrights/carpenters, machinists, electricians, welders, pipefitters, sheet metal workers, truck drivers, warehouse workers, etc.

Simple Average

Gives equal weight to the employer's data submission regardless of the number of employees. Unless otherwise specified as "weighted," the simple average is used in analyses.

Section 4 Terms and Definitions (cont'd)

Weighted Average

Gives additional weight to each employer's data submission based on the number of employees reported for each classification as of October 1, 2009 (see Section 3 under "Data Analysis" for an example calculation).

Weighted Benefit

Total hourly or monthly benefits for employer paid medical, dental, and vision for employee with a spouse and two children, divided by the number of employees in one job classification (see example of calculation in Section 3 under "Data Analysis").

Weighted - Actual Base Pay & Benefits

Weighted average actual base pay rates reported, plus weighted benefit.

Section 5 Survey Results and Presentation of Analysis

The following pages display the salary analysis and benefits data from each of the three surveys. Salary information, as well as premium pay and benefits data, were collected from each participant. The tables below provide detail on the organizations which participated in the 2009/10 survey as well as the 2007/08 survey. As noted, the sample group of participants has changed in each of the surveys due to two factors: the addition of target organizations to the comparator group at the inception of this project; and survey participant attrition since the last survey.

Ferry & Terminal Survey Participants	
2009/10	2007/08
Alaska Marine Highway System (State Ferry)	Alaska Marine Highway System (State Ferry)
Black Ball Transport	Black Ball Transport
British Columbia Ferry Corporation	British Columbia Ferry Corporation
Golden Gate Bridge Highway & Transportation District	Golden Gate Bridge Highway & Transportation District
King County (new)	
McNeil Island Ferry (new)	
Peirce County (new)	
Skagit County (new)	

Shipyard Survey Participants	
2009/10	2007/08
Foss Maritime Co.	Foss Maritime Co.
Puget Sound Naval Shipyard	Puget Sound Naval Shipyard
Vancouver Shipyards Co. Ltd.	Vancouver Shipyards Co. Ltd.
Port of Seattle (New)	Todd Pacific Shipyards (Declined '09/10)

Administrative Survey Participants	
2009/10	2007/08
Foss Maritime Co. (new)	Gunderson LLC (declined '09/'10)
King County	King County
Pierce County	Pierce County
Port of Seattle	Port of Seattle
Port of Tacoma *	City of Tacoma *
Sound Transit	Sound Transit
Totem Ocean Trailer Express, Inc.	Totem Ocean Trailer Express, Inc.

* Listed as City of Tacoma in previous report but was likely the same participant.

***2010 FERRY/TERMINAL
SALARY DATA AND PRESENTATION***

Ferry/Terminal - Salary Market Data Presentation and Comparison (Includes COLD Where Applicable)

Benchmark Number	Benchmark Title		# of Orgs	# of EEs	Simple Average Salary Range Minimum	Simple Average Salary Range Maximum	Weighted "Average (Actual) Base Pay Rate"	Weighted Hourly Benefit*	Weighted - Actual Base Pay & Benefits
1	Master/Pilot	All Participants	6	30	\$42.91	\$47.10	\$51.04	\$5.86	\$56.90
1	Master/Pilot	WSFS	1	71	\$45.85	\$45.85	\$45.85	7.15	\$53.00
1	Master/Pilot	% Difference			6.4%	-2.7%	-11.3%	18.1%	-7.3%
2	First Mate/Pilot	All Participants	5	52	\$37.00	\$39.43	\$41.25	\$6.74	\$48.00
2	First Mate/Pilot	WSFS	1	73	\$36.64	\$36.64	\$36.64	7.15	\$43.79
2	First Mate/Pilot	% Difference			-1.0%	-7.6%	-12.6%	5.7%	-9.6%
3	Second Mate	All Participants	3	33	\$37.24	\$39.16	\$37.37	\$5.43	\$42.80
3	Second Mate	WSFS	1	15	\$33.52	\$33.52	\$33.52	7.15	\$40.67
3	Second Mate	% Difference			-11.1%	-16.8%	-11.5%	24.1%	-5.2%
4	Staff Chief Engineer	All Participants	2	28	\$45.14	\$48.72	\$48.04	\$5.16	\$53.20
4	Staff Chief Engineer	WSFS	1	23	\$45.36	\$45.36	\$45.36	7.15	\$52.51
4	Staff Chief Engineer	% Difference			0.5%	-7.4%	-5.9%	27.8%	-1.3%
5	Chief Engineer	All Participants	3	43	\$45.88	\$47.93	\$43.36	\$5.15	\$48.51
5	Chief Engineer	WSFS	1	86	\$41.34	\$41.34	\$41.34	7.15	\$48.49
5	Chief Engineer	% Difference			-11.0%	-15.9%	-4.9%	27.9%	0.0%
6	Assistant Engineer	All Participants	3	52	\$40.13	\$42.05	\$39.11	\$5.15	\$44.27
6	Assistant Engineer	WSFS	1	88	\$34.83	\$34.83	\$34.83	7.15	\$41.98
6	Assistant Engineer	% Difference			-15.2%	-20.7%	-12.3%	27.9%	-5.4%
7	Oiler	All Participants	3	49	\$24.62	\$26.21	\$24.96	\$5.28	\$30.24
7	Oiler	WSFS	1	159	\$23.23	\$23.23	\$23.23	7.15	\$30.38
7	Oiler	% Difference			-6.0%	-12.8%	-7.4%	26.1%	0.5%
9	Wiper	All Participants	3	165.5	\$22.14	\$23.47	\$22.13	\$5.20	\$27.32
9	Wiper	WSFS	1	3	\$19.52	\$20.46	\$20.46	7.15	\$27.61
9	Wiper	% Difference			-13.4%	-14.7%	-8.1%	27.3%	1.0%
10	Able Seaman/Bos'n	All Participants	3	565	\$24.65	\$26.18	\$22.65	\$5.24	\$27.89
10	Able Seaman/Bos'n	WSFS	1	54	\$25.17	\$25.17	\$25.17	7.15	\$32.32
10	Able Seaman/Bos'n	% Difference			2.1%	-4.0%	10.0%	26.7%	13.7%

Ferry/Terminal - Salary Market Data Presentation and Comparison (Includes COLD Where Applicable) – cont'd

Benchmark Number	Benchmark Title		# of Orgs	# of EEs	Simple Average Salary Range Minimum	Simple Average Salary Range Maximum	Weighted "Average (Actual) Base Pay Rate"	Weighted Hourly Benefit*	Weighted - Actual Base Pay & Benefits
11	Able Seaman (AB)	All Participants	5	98	\$24.64	\$27.64	\$23.92	\$5.58	\$29.50
11	Able Seaman (AB)	WSFS	1	158	\$23.92	\$23.92	\$23.92	7.15	\$31.07
11	Able Seaman (AB)	% Difference			-3.0%	-15.6%	0.0%	21.9%	5.1%
12	Ordinary Seaman (OS)	All Participants	5	185	\$23.66	\$25.81	\$22.11	\$5.75	\$27.86
12	Ordinary Seaman (OS)	WSFS	1	188	\$15.13	\$21.58	\$21.40	7.15	\$28.55
12	Ordinary Seaman (OS)	% Difference			-56.4%	-19.6%	-3.3%	19.5%	2.4%
13	Terminal Agent	All Participants	4	26	\$28.47	\$37.92	\$27.85	\$7.25	\$35.09
13	Terminal Agent	WSFS	1	41	\$36.22	\$36.22	\$36.22	7.15	\$43.37
13	Terminal Agent	% Difference			21.4%	-4.7%	23.1%	-1.4%	19.1%
14	Ticket Seller (Auto)	All Participants	3	98	\$18.77	\$25.36	\$21.77	\$5.24	\$27.00
14	Ticket Seller (Auto)	WSFS	1	116	\$16.70	\$23.83	\$23.83	7.15	\$30.98
14	Ticket Seller (Auto)	% Difference			-12.4%	-6.4%	8.7%	26.8%	12.8%
16	Ticket Taker	All Participants	4	231	\$22.64	\$29.05	\$22.01	\$5.62	\$27.63
16	Ticket Taker	WSFS	1	1	\$14.98	\$21.37	\$21.37	7.15	\$28.52
16	Ticket Taker	% Difference			-51.1%	-35.9%	-3.0%	21.4%	3.1%
17	Terminal Attendant/Watchman	All Participants	4	258	\$19.29	\$26.63	\$20.90	\$5.63	\$26.53
17	Terminal Attendant/Watchman	WSFS	1	86	\$14.35	\$20.46	\$20.75	7.15	\$27.90
17	Terminal Attendant/Watchman	% Difference			-34.4%	-30.1%	-0.7%	21.2%	4.9%
18	Information Agent	All Participants	3	53	\$18.31	\$26.27	\$20.29	\$6.81	\$27.10
18	Information Agent	WSFS	1	16	\$16.15	\$22.25	\$20.64	7.15	\$27.79
18	Information Agent	% Difference			-13.4%	-18.1%	1.7%	4.7%	2.5%
20	Web Information Agent	All Participants	2	24	\$17.75	\$29.69	\$23.05	\$6.81	\$29.86
20	Web Information Agent	WSFS	1	3	\$16.85	\$23.24	\$23.24	7.15	\$30.39
20	Web Information Agent	% Difference			-5.3%	-27.7%	0.8%	4.7%	1.7%
19	Shoregang Worker	All Participants	0	0					
19	Shoregang Worker	WSFS	1	17	\$25.53	\$25.53	\$25.53	7.15	\$32.68
19	Shoregang Worker	% Difference							
		Total % Above or Below Market:			-11.3%	-14.5%	-2.0%	18.4%	2.1%

Ferry/Terminal - Salary Market Data Presentation and Comparison (Excludes COLD)

Benchmark Number	Benchmark Title		# of Orgs	# of EEs	Simple Average Salary Range Minimum	Simple Average Salary Range Maximum	Weighted "Average (Actual) Base Pay Rate"	Weighted Hourly Benefit*	Weighted - Actual Base Pay & Benefits
1	Master/Pilot	All Participants	6	30	\$42.91	\$47.10	\$46.03	\$5.86	\$51.89
1	Master/Pilot	WSFS	1	71	\$45.85	\$45.85	\$45.85	7.15	\$53.00
1	Master/Pilot	% Difference			6.4%	-2.7%	-0.4%	18.1%	2.1%
2	First Mate/Pilot	All Participants	5	52	\$37.00	\$39.43	\$38.47	\$6.74	\$45.21
2	First Mate/Pilot	WSFS	1	73	\$36.64	\$36.64	\$36.64	7.15	\$43.79
2	First Mate/Pilot	% Difference			-1.0%	-7.6%	-5.0%	5.7%	-3.2%
3	Second Mate	All Participants	3	33	\$37.24	\$39.16	\$34.23	\$5.43	\$39.66
3	Second Mate	WSFS	1	15	\$33.52	\$33.52	\$33.52	7.15	\$40.67
3	Second Mate	% Difference			-11.1%	-16.8%	-2.1%	24.1%	2.5%
4	Staff Chief Engineer	All Participants	2	28	\$45.14	\$48.72	\$41.91	\$5.16	\$47.07
4	Staff Chief Engineer	WSFS	1	23	\$45.36	\$45.36	\$45.36	7.15	\$52.51
4	Staff Chief Engineer	% Difference			0.5%	-7.4%	7.6%	27.8%	10.4%
5	Chief Engineer	All Participants	3	43	\$45.88	\$47.93	\$39.05	\$5.15	\$44.21
5	Chief Engineer	WSFS	1	86	\$41.34	\$41.34	\$41.34	7.15	\$48.49
5	Chief Engineer	% Difference			-11.0%	-15.9%	5.5%	27.9%	8.8%
6	Assistant Engineer	All Participants	3	52	\$40.13	\$42.05	\$36.01	\$5.15	\$41.17
6	Assistant Engineer	WSFS	1	88	\$34.83	\$34.83	\$34.83	7.15	\$41.98
6	Assistant Engineer	% Difference			-15.2%	-20.7%	-3.4%	27.9%	1.9%
7	Oiler	All Participants	3	49	\$24.62	\$26.21	\$22.53	\$5.28	\$27.81
7	Oiler	WSFS	1	159	\$23.23	\$23.23	\$23.23	7.15	\$30.38
7	Oiler	% Difference			-6.0%	-12.8%	3.0%	26.1%	8.5%
9	Wiper	All Participants	3	165.5	\$22.14	\$23.47	\$21.12	\$5.20	\$26.31
9	Wiper	WSFS	1	3	\$19.52	\$20.46	\$20.46	7.15	\$27.61
9	Wiper	% Difference			-13.4%	-14.7%	-3.2%	27.3%	4.7%
10	Able Seaman/Bos'n	All Participants	3	565	\$24.65	\$26.18	\$22.48	\$5.24	\$27.72
10	Able Seaman/Bos'n	WSFS	1	54	\$25.17	\$25.17	\$25.17	7.15	\$32.32
10	Able Seaman/Bos'n	% Difference			2.1%	-4.0%	10.7%	26.7%	14.2%

Ferry/Terminal - Salary Market Data Presentation and Comparison (Excludes COLD) – cont'd

Benchmark Number	Benchmark Title		# of Orgs	# of EEs	Simple Average Salary Range Minimum	Simple Average Salary Range Maximum	Weighted "Average (Actual) Base Pay Rate"	Weighted Hourly Benefit*	Weighted - Actual Base Pay & Benefits	
11	Able Seaman (AB)	All Participants	5	98	\$24.64	\$27.64	\$20.77	\$5.58	\$26.36	
11	Able Seaman (AB)	WSFS	1	158	\$23.92	\$23.92	\$23.92	7.15	\$31.07	
11	Able Seaman (AB)	% Difference			-3.0%	-15.6%	13.2%	21.9%	15.2%	
12	Ordinary Seaman (OS)	All Participants	5	185	\$23.66	\$25.81	\$19.74	\$5.75	\$25.49	
12	Ordinary Seaman (OS)	WSFS	1	188	\$15.13	\$21.58	\$21.40	7.15	\$28.55	
12	Ordinary Seaman (OS)	% Difference			-56.4%	-19.6%	7.8%	19.5%	10.7%	
13	Terminal Agent	All Participants	4	26	\$28.47	\$37.92	\$27.85	\$7.25	\$35.09	
13	Terminal Agent	WSFS	1	41	\$36.22	\$36.22	\$36.22	7.15	\$43.37	
13	Terminal Agent	% Difference			21.4%	-4.7%	23.1%	-1.4%	19.1%	
14	Ticket Seller (Auto)	All Participants	3	98	\$18.77	\$25.36	\$21.77	\$5.24	\$27.00	
14	Ticket Seller (Auto)	WSFS	1	116	\$16.70	\$23.83	\$23.83	7.15	\$30.98	
14	Ticket Seller (Auto)	% Difference			-12.4%	-6.4%	8.7%	26.8%	12.8%	
16	Ticket Taker	All Participants	4	231	\$22.64	\$29.05	\$22.01	\$5.62	\$27.63	
16	Ticket Taker	WSFS	1	1	\$14.98	\$21.37	\$21.37	7.15	\$28.52	
16	Ticket Taker	% Difference			-51.1%	-35.9%	-3.0%	21.4%	3.1%	
17	Terminal Attendant/Watchman	All Participants	4	258	\$19.29	\$26.63	\$20.90	\$5.63	\$26.53	
17	Terminal Attendant/Watchman	WSFS	1	86	\$14.35	\$20.46	\$20.75	7.15	\$27.90	
17	Terminal Attendant/Watchman	% Difference			-34.4%	-30.1%	-0.7%	21.2%	4.9%	
18	Information Agent	All Participants	3	53	\$18.31	\$26.27	\$20.29	\$6.81	\$27.10	
18	Information Agent	WSFS	1	16	\$16.15	\$22.25	\$20.64	7.15	\$27.79	
18	Information Agent	% Difference			-13.4%	-18.1%	1.7%	4.7%	2.5%	
20	Web Information Agent	All Participants	2	24	\$17.75	\$29.69	\$23.05	\$6.81	\$29.86	
20	Web Information Agent	WSFS	1	3	\$16.85	\$23.24	\$23.24	7.15	\$30.39	
20	Web Information Agent	% Difference			-5.3%	-27.7%	0.8%	4.7%	1.7%	
19	Shoregang Worker	All Participants	0	0						
19	Shoregang Worker	WSFS	1	17	\$25.53	\$25.53	\$25.53	7.15	\$32.68	
19	Shoregang Worker	% Difference								
					Total % Above or Below Market:	-11.3%	-14.5%	3.6%	18.4%	6.7%

Ferry/Terminal – Salary Market Data Table Footnotes

** Consistent with previous years' analysis, British Columbia Health Care benefits are excluded from salary analysis but included within premium pay and benefit tables.*

Notes for Alaska Marine Highway System

Salary range minimum is equal to the pay rate for the position without COLD and the salary range maximum is equal to the pay rate including COLD (both exhibits).

For position 1-3 pay rates and COLD payments reflect amounts paid to positions on A-D Class vessels.

All pay rates and COLD payments are from the Southeast Salary Schedule for positions 4-12.

The match to benchmark position 4 - Staff Chief Engineer is also eligible for Non-Watch pay in the amount of \$677.96 per pay period, applied as applicable. This was the only position in the survey and the only organization offering such premium.

Ferry/Terminal – COLD Data Presentation – (Alaska Marine Highway System Only)

Cost of Living Differential (COLD) applies to the following benchmark positions as an additive to actual pay for each pay period (converted into hourly amounts):

#	Benchmark Title (AK Title)	COLD Per Pay Period	COLD Per Hour*
1	Master/Pilot (Master)	\$664.40	\$7.91
2	First Mate/Pilot (Chief Mate)	\$552.64	\$6.58
3	Second Mate (Second Mate)	\$483.78	\$5.76
4	Staff Chief Engineer (Chief Engineer)	\$601.02	\$7.16
5	Chief Engineer (1st Asst Engineer)	\$518.10	\$6.17
6	Assistant Engineer (2nd Asst Engineer)	\$483.78	\$5.76

* Based on 84 hours per pay period (pay period every two weeks)

COLD applies to the following benchmarks in the form of a resident vs. non-resident hourly rate:

#	Benchmark Title (AK Title)	Resident Rate	Non Resident	% Dif.
7	Oiler (Jr Engineer)	\$25.98	\$21.22	22%
9	Wiper (same)	\$21.66	\$17.68	23%
10	Able Seaman/Bos'n (same)	\$25.07	\$20.48	22%
11	Able Seaman (AB) (same)	\$22.94	\$18.72	23%
12	Ordinary Seaman (OS) (same)	\$21.49	\$17.54	23%

***2010 FERRY/TERMINAL
PREMIUM PAY AND BENEFITS SUMMARY***

Ferry/Terminal –Premium Pay and Benefit Data Introduction

Most of the survey participants had separate contracts and benefit/premium pay policies that apply to each group of benchmark positions that correspond to Washington State Ferry's different unions.

Benefits and premium pay information was collected for each separate bargaining unit among survey participants as well as the WSFS. The following tables list the survey participants who provided matches, premium pay, and benefit data that correspond to each group of WSFS jobs. Summaries of the premium pay and benefits provided for each separate group are set out in the exhibits beginning on page 24. To ensure accurate comparisons, British Columbia Ferry Services was compared with each employee group because they reported the same information for all benchmarks (one contract). WSFS IBU is also compared to two different groups, one group that primarily covers IBU/Deckhand benchmarks and the other that covers Terminal benchmarks within the participant group.

Exhibit IV

Washington State Ferry System (MM&P - BMs 1-3)
Alaska Marine Highway System (MM&P)
Black Ball Transport, Inc. (MM&P)
British Columbia Ferry Services Inc. (All - Single Contract)
Golden Gate Bridge Hwy & Trans District (MM&P)
Skagit County (Single Contract)

Exhibit V

Washington State Ferry System (MEBA Licensed - BMs 4-6)
Alaska Marine Highway System (MEBA)
Black Ball Transport, Inc. (MEMB)
British Columbia Ferry Services Inc. (All - Single Contract)

Exhibit VI

Washington State Ferry System (MEBA Unlicensed - BMs 7 & 9)
Alaska Marine Highway System (IBU)
Black Ball Transport, Inc. (IBU)
British Columbia Ferry Services Inc. (All - Single Contract)

Ferry/Terminal –Premium Pay and Benefit Data Introduction (cont’d)

Exhibit VII

Washington State Ferry System (IBU)	
IBU/Deckhands - BMs 10-12	IBU/Terminal - BMs 14-20
Alaska Marine Highway System (IBU)	Alaska Marine Highway System (General Government Unit)
Black Ball Transport, Inc. (IBU)	British Columbia Ferry Services Inc. (All - Single Contract)
British Columbia Ferry Services Inc. (All - Single Contract)	Golden Gate Bridge Hwy & Trans District (Term Attendants & Ticket Takers)
Golden Gate Bridge Hwy & Trans District (IBU/Deckhands)	
King County, Washington (MM&P and IBU)	
McNeil Island Corrections Center (Able Seaman)	

Exhibit VIII

Washington State Ferry System (Terminal Agent - BM 13)
Alaska Marine Highway System (Terminal Agent)
British Columbia Ferry Services Inc. (All - Single Contract)
Golden Gate Bridge Hwy & Trans District (Terminal Agent)
Pierce County (Terminal Agent)

Notes regarding the Ferry/Terminal Premium Pay and Benefit exhibits:

- Where PTO or vacation was reported by a participant or the participant’s CBA in hours, data was converted to 8 hour days for the purpose of even comparisons.
- All benefit and premium pay information is reported as it applies to full-time employees.
- Simple averages used in all average calculations.
- Black Ball Transport, Inc. is a private organization that wishes their premium pay and benefit data to remain confidential, thus no benefit information from Black Ball Transport, Inc. is shown outside of range or average summary data.

Ferry/Terminal Premium Pay and Benefits Summary (MM&P)

Exhibit IV

BENEFIT	MM&P Comparator Group	Washington State Ferry System (MM&P)
Premium Pay: Overtime	<u>3 ERs</u> : 150% of base pay <u>1 ER</u> : 200% of base pay	200% of base pay
Paid Holidays per Year - Including Personal Holidays	<u>1 ER</u> : 11 days/year <u>2 ERs</u> : 12 days/year <u>1 ER</u> : 13 days/year	12 days/year
Work Assignments on Paid Holidays	<u>2 ERs</u> : 150% of base pay <u>2 ERs</u> : 200% of base pay	200% of base pay <i>Deck Officer may elect to receive, on an hour-for-hour basis, 1 compensatory day off for each holiday.</i>
Overtime Paid on Holidays	<u>1 ER</u> : 150% of base pay <u>3 ERs</u> : 200% of base pay <u>ALL</u> : Paid in hourly increments	300% of base pay Paid in hourly increments
Minimum call out pay	<u>1 ER</u> : 2 hours @ 150% of base pay <u>1 ER</u> : 3 hours @ 150% of base pay <u>1 ER</u> : 3 hours @ 200% of base pay <u>1 ER</u> : 8 hours @ 200% of base pay	8 hours @ 200% of base pay
Early call out pay	<u>2 ERs</u> : 2 hours @ 150% of base pay <u>1 ER</u> : 3 hours @ 200% of base pay	1 hour @ 200% of base pay
Other premium or shift differential	<u>2 ERs</u> : Reported additional premium pay or shift differentials including the following: <u>1 ER</u> : Pay EEs \$6.00 per shift above the regular rate of pay when beginning a regularly scheduled shift at noon or later. <u>1 ER</u> : Second shift: \$0.74 additional per hour; third shift: additional 10% of basic hourly pay; Isolation allowance \$5.77 per point per month; 14-on 14-off schedule differential: 27% in additional per hour; 4-on 4-off differential: 25% additional per hour.	Staff Master = 7.2% above Master rate

Ferry/Terminal Premium Pay and Benefits Summary (MM&P)

Exhibit IV (cont'd)

BENEFIT	MM&P Comparator Group	Washington State Ferry System (MM&P)																		
Penalty Pay: Dirty/Obnoxious ____% Base pay Entire Shift/Actual Hours	<u>1 ER</u> : Offers penalty pay of \$7.38 additional per hour for working with dirty/obnoxious materials Paid for actual hours with dirty materials	200% of base pay Paid for actual hours with dirty materials Biohazard pay																		
Penalty Pay: Hazardous Materials/Situations	<u>1 ER</u> : Offers penalty pay of \$2.07 additional per hour for working with hazardous materials	No information																		
PTO	<u>0 ERs</u> : Offer a PTO plan	Does not offer a PTO plan																		
Vacation	<p><u>5 ERs</u>: Offer paid vacation (4 represented below, see note for Alaska Marine Highway System)</p> <table border="1"> <thead> <tr> <th>Years</th> <th>Range (days)</th> <th>Average</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>5 - 15</td> <td>10</td> </tr> <tr> <td>5</td> <td>15 - 21</td> <td>17</td> </tr> <tr> <td>10</td> <td>20 - 24</td> <td>22</td> </tr> <tr> <td>15</td> <td>20 - 28</td> <td>23</td> </tr> <tr> <td>20</td> <td>23 - 31</td> <td>25</td> </tr> </tbody> </table> <p>Average Max Annual Accrual = 224 hours Alaska Marine Highway System: Max Annual Accrual = 420 hours 10.5 days after 0 years 21 days after 2 years 31.5 days after 4 years 52.5 days after 5 years</p>	Years	Range (days)	Average	1	5 - 15	10	5	15 - 21	17	10	20 - 24	22	15	20 - 28	23	20	23 - 31	25	<p><u>Vacation Accrual</u></p> <p>6 days after 0.5 yrs 12 days after 1 yr 13 days after 2 yrs 15 days after 3 yrs 17 days after 4 yrs 20 days after 5 yrs 22 days after 16 yrs 24 days after 21 yrs</p> <p>Max Annual Accrual = 192 hours</p>
Years	Range (days)	Average																		
1	5 - 15	10																		
5	15 - 21	17																		
10	20 - 24	22																		
15	20 - 28	23																		
20	23 - 31	25																		
Additional paid time off practices	<u>1 ER</u> : Reported additional PTO practices: Military Leave - 16.5 days per year	Additional PTO offered for jury duty (paid the difference between any fee received for jury duty and eight (8) hours straight time wages for each such day).																		

Ferry/Terminal Premium Pay and Benefits Summary (MM&P)

Exhibit IV (cont'd)

BENEFIT	MM&P Comparator Group	Washington State Ferry System (MM&P)								
Sick Leave	<p>Average Max Sick Leave = 111 hours per year</p> <p><u>2 ERs</u>: Offer a sick leave buy-out option</p> <p><u>1 ER</u>: Sick leave earned but not used (no maximum) will be reimbursed at 50% of the basic rate currently in effect at the time of death or retirement</p> <p><u>1 ER</u>: Sick leave cash-out is available upon separation from employment</p>	<p>Max Sick Leave = 96 hours per year</p> <p>Offers a sick-leave buy-out option</p> <p><i>Year Around LDOs who work as scheduled in the calendar quarter will have the option of receiving a cash pay out of sick leave that was accrued during that quarter.</i></p>								
Health & Welfare: Employer/Employee Contribution/Month	<p><u>5 ERs</u>: Reported <u>Medical Contributions</u> *</p> <table border="0"> <tr> <td><u>ER (for EE only)</u>: AVG: \$840/month BC: \$20/month</td> <td><u>EE (for EE only)</u>: AVG: \$53/month (includes ERs reporting \$0) BC: \$0/month</td> </tr> <tr> <td><u>ER (for EE plus spouse & 2 children)</u>: AVG: \$1,037/month BC: \$78/month</td> <td><u>EE (for EE plus spouse & 2 children)</u>: AVG: \$53/month (includes ERs reporting \$0) BC: \$0/month</td> </tr> </table> <p>* Averages exclude BC Ferry (BC = BC Ferry)</p>	<u>ER (for EE only)</u> : AVG: \$840/month BC: \$20/month	<u>EE (for EE only)</u> : AVG: \$53/month (includes ERs reporting \$0) BC: \$0/month	<u>ER (for EE plus spouse & 2 children)</u> : AVG: \$1,037/month BC: \$78/month	<u>EE (for EE plus spouse & 2 children)</u> : AVG: \$53/month (includes ERs reporting \$0) BC: \$0/month	<p><u>Medical Contributions</u></p> <table border="0"> <tr> <td><u>ER (for EE only)</u>: \$395.16/month</td> <td><u>EE (for EE only)</u>: \$26/month</td> </tr> <tr> <td><u>ER (for EE plus spouse & 2 children)</u>: \$1076.19/month</td> <td><u>EE (for EE plus spouse & 2 children)</u>: \$82/month</td> </tr> </table>	<u>ER (for EE only)</u> : \$395.16/month	<u>EE (for EE only)</u> : \$26/month	<u>ER (for EE plus spouse & 2 children)</u> : \$1076.19/month	<u>EE (for EE plus spouse & 2 children)</u> : \$82/month
	<u>ER (for EE only)</u> : AVG: \$840/month BC: \$20/month	<u>EE (for EE only)</u> : AVG: \$53/month (includes ERs reporting \$0) BC: \$0/month								
	<u>ER (for EE plus spouse & 2 children)</u> : AVG: \$1,037/month BC: \$78/month	<u>EE (for EE plus spouse & 2 children)</u> : AVG: \$53/month (includes ERs reporting \$0) BC: \$0/month								
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<u>ER (for EE plus spouse & 2 children)</u> : \$1076.19/month	<u>EE (for EE plus spouse & 2 children)</u> : \$82/month									
<p><u>2 ERs</u>: Reported <u>Dental Contributions</u> *</p> <table border="0"> <tr> <td><u>ER (for EE only)</u>: 1 ER: \$82.14/month BC: \$45/month</td> <td><u>EE (for EE only)</u>: 1 ER: \$0/month BC: \$0</td> </tr> <tr> <td><u>ER (for EE plus spouse & 2 children)</u>: 1 ER: \$246/month BC: \$148/month</td> <td><u>ER (for EE plus spouse & 2 children)</u>: 1 ER: \$0/month BC: \$0</td> </tr> </table> <p>Others included in medical</p>	<u>ER (for EE only)</u> : 1 ER: \$82.14/month BC: \$45/month	<u>EE (for EE only)</u> : 1 ER: \$0/month BC: \$0	<u>ER (for EE plus spouse & 2 children)</u> : 1 ER: \$246/month BC: \$148/month	<u>ER (for EE plus spouse & 2 children)</u> : 1 ER: \$0/month BC: \$0	<p><u>Dental Contributions</u></p> <table border="0"> <tr> <td><u>ER (for EE only)</u>: \$41.69/month</td> <td></td> </tr> <tr> <td><u>ER (for EE plus spouse & 2 children)</u>: \$125.07/month</td> <td>EE contribution included in medical</td> </tr> </table>	<u>ER (for EE only)</u> : \$41.69/month		<u>ER (for EE plus spouse & 2 children)</u> : \$125.07/month	EE contribution included in medical	
<u>ER (for EE only)</u> : 1 ER: \$82.14/month BC: \$45/month	<u>EE (for EE only)</u> : 1 ER: \$0/month BC: \$0									
<u>ER (for EE plus spouse & 2 children)</u> : 1 ER: \$246/month BC: \$148/month	<u>ER (for EE plus spouse & 2 children)</u> : 1 ER: \$0/month BC: \$0									
<u>ER (for EE only)</u> : \$41.69/month										
<u>ER (for EE plus spouse & 2 children)</u> : \$125.07/month	EE contribution included in medical									
<p><u>1 ER</u>: Reported <u>Vision Contributions</u></p> <table border="0"> <tr> <td><u>1 ER</u>: ER (for EE only): \$9/month</td> <td><u>1 ER</u>: EE (for EE only): \$0/month</td> </tr> <tr> <td><u>1 ER</u>: ER (for EE plus spouse & 2 children): \$23/month</td> <td><u>1 ER</u>: ER (for EE plus spouse & 2 children): \$0/month</td> </tr> </table> <p>BC and others: Included in medical</p>	<u>1 ER</u> : ER (for EE only): \$9/month	<u>1 ER</u> : EE (for EE only): \$0/month	<u>1 ER</u> : ER (for EE plus spouse & 2 children): \$23/month	<u>1 ER</u> : ER (for EE plus spouse & 2 children): \$0/month	<p><u>Vision Contributions</u></p> <p>Included in medical</p>					
<u>1 ER</u> : ER (for EE only): \$9/month	<u>1 ER</u> : EE (for EE only): \$0/month									
<u>1 ER</u> : ER (for EE plus spouse & 2 children): \$23/month	<u>1 ER</u> : ER (for EE plus spouse & 2 children): \$0/month									

Ferry/Terminal Premium Pay and Benefits Summary (MM&P)

Exhibit IV (cont'd)

BENEFIT	MM&P Comparator Group	Washington State Ferry System (MM&P)
Health & Welfare: (cont'd) Employer Contributions	<p><u>0 ERs</u>: Report ER paid <u>Long Term Disability Insurance</u></p> <p><u>1 ER</u>: ER is self insured</p>	<p><u>Long Term Disability Insurance</u></p> <p>ER contributes \$2 per month</p>
	<p><u>1 ER</u>: Reported ER contribution to <u>Life Insurance</u></p> <p>ER contributes \$0.17 per \$1000 of coverage</p>	<p><u>Life Insurance</u></p> <p>ER contributes \$5.07 per month</p>
	<p><u>Retirement</u></p> <p>Average contribution of 5.71% of gross pay or pensionable earnings</p> <p><u>1 ER</u>: Contributes \$2.63 per hour for each straight-time hour worked or paid for up to a maximum of 173 hours per month. For the hours beyond 79 per month the District shall contribute \$454.99 as a flat rate.</p>	<p><u>Retirement Benefits</u></p> <p>ER contributes 5.31% of gross pay</p>
Uniforms	<p><u>2 ERs</u>: Provide uniforms for EEs</p> <p><u>1 ER</u>: Provides a uniform allowance of \$33.78/pay period</p> <p><u>1 ER</u>: Does not require uniforms</p> <p>Uniforms are cleaned by <u>1 ER</u></p> <p><u>1 ER</u>: Pays a cleaning allowance of \$68/month</p> <p><u>2 ERs</u>: Provide an annual amount for footwear/boots; <u>1 ER</u>: \$55; <u>1 ER</u>: \$120</p>	<p>A uniform allowance of \$700 per year is provided by the ER</p> <p>Uniforms are not cleaned by the ER</p> <p><i>On a one time only basis, upon a Deck Officer's initial appointment to the Deck Officers Seniority List, the Deck Officer shall be reimbursed an initial first year payment of \$150.</i></p>
Meals discount	<p><u>2 ERs</u>: Provide meal discounts: <u>1 ER</u>: 100%; <u>1 ER</u>: 50%, upon live-aboard vessels company pays for all meals</p>	<p>Meals are discounted at the rate of 50%</p> <p><i>Meals purchased and eaten on board the ferries while on duty or while going to and from duty.</i></p>

Ferry/Terminal Premium Pay and Benefits Summary (MM&P)

Exhibit IV (cont'd)

BENEFIT	MM&P Comparator Group	Washington State Ferry System (MM&P)
Training/Education	<p><u>2 ERs:</u> Reimburse trade related training and education</p> <p><u>1 ER:</u> Will reimburse up to \$923/year (program currently inactive due to economic conditions)</p> <p><u>1 ER:</u> Reimburses 100% of approved expenses</p> <p><u>2 ERs:</u> Pay wages for time EE attends such programs</p> <p><u>1 ER:</u> Pays wages in the amount of 100% of the regular rate for required courses</p> <p><u>1 ER:</u> Pays at the regular rate of pay for trainings and meetings and overtime for mandatory after-hours training and meetings for EEs working full scheduled shifts</p>	<p>Trade related training and education are reimbursed at a rate of 100%</p> <p>The ER pays wages in the amount of straight time for the time the EE attends such programs.</p>
Medical Exams/Licensure	<p><u>3 ERs:</u> Reimburse or pay for medical examinations related to employment</p> <p><u>1 ER:</u> Physical examinations shall be taken on ER time otherwise EE is compensated with a 4 hour minimum if exam is taken on his/her own time</p> <p><u>1 ER:</u> Pays full cost of a Seafarer's medical</p> <p><u>1 ER:</u> Reimburses \$150/year for First Class Pilot physical (as required)</p>	<p>ER pays cost of physical examinations required at five (5) year intervals by the Coast Guard for license renewal. EEs go thorough HealthForce which is free.</p>

Ferry/Terminal Premium Pay and Benefits Summary (MM&P)

Exhibit IV (cont'd)

BENEFIT	MM&P Comparator Group	Washington State Ferry System (MM&P)
<p>Travel: Compensation for employer directed travel</p>	<p><u>3 ERs</u>: Compensate EEs for ER directed travel time and/or expenses as follows: Travel Time = <u>1 ER</u>: Double time; <u>1 ER</u>: Paid for a min 4 / max 12 hrs per 24-hr period Mileage = <u>AVG</u>: 57 cents/mile Meals & Lodging = <u>1 ER</u>: \$60 meals & \$85-95 lodging per day; <u>1 ER</u>: \$69 for meals & lodging</p> <p><u>2 ERs</u>: Compensate EEs for ER directed travel time and/or expenses if assigned to other than their regular home/relieving terminal as follows: Travel Time = <u>1 ER</u>: Double time; <u>1 ER</u>: Paid for a min 4 / max 12 hrs per 24-hr period Mileage = <u>AVG</u>: 60 cents/mile Meals & Lodging = <u>1 ER</u>: \$60 meals & \$85-95 lodging per day; <u>1 ER</u>: \$69 for meals & lodging or EE can choose per diem for meals and phone, and actual cost of lodging</p>	<p>ER-directed travel time and expenses compensated as follows:</p> <p>Travel Time = Straight Time Mileage = 55 cents/mile Meals & Lodging = \$109 (avg) per day</p> <p>EEs are reimbursed as follows for travel time and expenses if assigned to other than their regular home/relieving terminal:</p> <p>Travel Time = Straight Time Mileage = 55 cents/mile Meals & Lodging = \$109 (avg) per day</p> <p><i>Meals and lodging, \$109 is the average rate for all areas around the Puget Sound Region.</i></p>
<p>Per Diem</p>	<p><u>1 ER</u>: Pays per diem amounts to EEs when required to remain on duty or called back to duty</p> <p>Max lodging rate: \$95 per day Max meal rate: \$60 per day</p>	<p>No information</p>
<p>Passes (active employees)</p>	<p><u>2 ERs</u>: Provide travel passes for active EEs as well as EE's spouse and dependents</p> <p><u>1 ER</u>: Minimum term of employment to earn a pass is 2 years of company seniority; Trip Passes available once seniority is established</p>	<p>ER provides travel passes for active EEs as well as EE's spouse</p> <p>The minimum term of employment which must be worked to earn a pass is 6 months; after 2 years of continuous employment spouse vehicle pass added</p>

Ferry/Terminal Premium Pay and Benefits Summary (MM&P)

Exhibit IV (cont'd)

BENEFIT	MM&P Comparator Group	Washington State Ferry System (MM&P)
<p>Passes (retired employees)</p>	<p><u>2 ERs</u>: Provide travel passes for retired EEs</p> <p><u>1 ER</u>: Also provides travel passes to retired EEs' spouse (after a minimum term of employment of 10 years)</p> <p><u>1 ER</u>: Also provides travel passes to retired EEs' spouse and dependents</p>	<p>ER provides travel passes for retired EEs</p> <p>ER also provides travel passes to retired EEs spouse</p> <p><i>After 2 years of cont. employment spouse vehicle pass added. No passes of any kind shall be used for the purpose of commuting to or from employment other than employment with the WSF.</i></p>
<p>Other Premium</p>	<p><u>3 ERs</u>: Reported other premium information including one or more of the following:</p> <p><u>2 ERs</u>: Provide maintenance/maintenance and cure. <u>1 ER</u>: \$25/day; <u>1 ER</u>: \$70/day</p> <p><u>1 ER</u>: Pays an allowance of \$5.25/shift for subsistence for Vessel Masters working 4 or 5 hours or more.</p> <p><u>1 ER</u>: Provides standby/pager pay in the amount of 1 hour of straight time pay for each 4 hours of standby.</p> <p><u>1 ER</u>: Pays an allowance of \$92/month to Officers who have a certificate(s) of competency superior to existing minimum job specification requirements for their appointed positions, and to all Chief Officers.</p> <p><u>1 ER</u>: Provides an annual lump sum payment equal to 84 times an EE's straight-time hourly rate seven years after establishing vacation eligibility.</p> <p><u>1 ER</u>: Pays \$57.86 per pay period for Deck Officers who achieve seniority for the elimination of "A" days.</p> <p><u>1 ER</u>: Offers premium pay of 27% for work on Northern Runs (2 weeks on 2 weeks off); northern isolation allowance of \$5.77 per month for specific northern locations.</p>	<p>Each newly promoted Deck Officer, when the Deck Officer has established seniority, shall be reimbursed, on a one-time-only basis, the sum of \$250 for navigational and other required equipment; and the ER shall issue annually to each Deck Officer tide and current tables. In addition, each Deck Officer shall be reimbursed \$150 for navigational equipment in their 5th year in service as a Deck Officer and every 5 years thereafter. Severance Pay: Paid to any Deck Officer who loses employment because of the abandonment of routes due to the construction of bridges, tubes or privatization (replacing the then existing ferry routes) and of the application of seniority provisions under the present labor agreement, including consideration of residence of individual and locale of employment offered, shall be based upon the principle of one (1) month's pay for each year of service. License renewals: \$185 at 5 year intervals. Daily maintenance: \$40 per day.</p>
<p>Participants included (contract/benchmark job[s] covered)</p>	<p>Alaska Marine Highway System (MM&P) Black Ball Transport, Inc. (MM&P) - <i>Average and range data only</i> British Columbia Ferry Services Inc. (All - Single Contract) Golden Gate Bridge Hwy & Trans District (MM&P) Skagit County (Single Contract, mainly Masters and Mates)</p>	

Ferry/Terminal Premium Pay and Benefits Summary (MEBA Licensed)

Exhibit V

BENEFIT	MEBA Licensed Comparator Group	Washington State Ferry System (MEBA Licensed)
Premium Pay: Overtime	<u>1 ER:</u> 150% of base pay <u>1 ERs:</u> 200% of base pay	200% of base pay
Paid Holidays per Year - Including Personal Holidays	<u>2 ERs:</u> 11 days/year	12 days/year
Work Assignments on Paid Holidays	<u>1 ER:</u> 150% of base pay <u>1 ERs:</u> 200% of base pay	100% of base pay
Overtime Paid on Holidays	<u>1 ER:</u> 150% of base pay <u>1 ER:</u> 200% of base pay <u>BOTH:</u> Paid in hourly increments	200% of base pay Paid in hourly increments
Minimum call out pay	<u>1 ER:</u> 2 hours @ 150% of base pay <u>1 ER:</u> 3 hours @ 200% of base pay	8 hours @ 100% of base pay
Early call out pay	<u>1 ER:</u> 2 hours @ 150% of base pay <u>1 ER:</u> 3 hours @ 200% of base pay	No CBA language
Other premium or shift differential	<u>2 ERs:</u> Reported additional premium pay or shift differentials including the following: <u>1 ER:</u> Pay EEs \$13.00/hour penalty pay <u>1 ER:</u> Second shift: \$0.74 additional per hour; third shift: additional 10% of basic hourly pay; Isolation allowance \$5.77 per point per month; 14-on 14-off schedule differential: 27% in additional per hour; 4-on 4-off differential: 25% additional per hour.	No additional information
Penalty Pay: Dirty/Obnoxious _____% Base pay Entire Shift/Actual Hours	<u>2 ERs:</u> Offer penalty pay for working with dirty/obnoxious materials <u>1 ER:</u> \$13.00 additional per hour <u>1 ER:</u> \$7.38 additional per hour <u>BOTH:</u> Paid for actual hours with dirty materials	200% of base pay Paid for actual hours with dirty materials

Ferry/Terminal Premium Pay and Benefits Summary (MEBA Licensed)

Exhibit V (cont'd)

BENEFIT	MEBA Licensed Comparator Group	Washington State Ferry System (MEBA Licensed)																
Penalty Pay: Hazardous Materials/Situations _____% Base pay Entire Shift/Actual Hours	<p><u>2 ERs:</u> Offer penalty pay for working with hazardous materials/situations</p> <p><u>1 ER:</u> \$2.07 additional per hour <u>1 ER:</u> \$13.00 additional per hour</p> <p><u>BOTH:</u> Paid for actual hours with dirty materials</p>	<p>200% of base pay</p> <p>Paid for actual hours with hazardous materials <i>4 hour minimum for heavy repair work</i></p>																
PTO	<p><u>1 ER:</u> Offers a PTO plan</p> <table border="1" data-bbox="772 711 1050 971"> <thead> <tr> <th><u>Years</u></th> <th><u>Days</u></th> </tr> </thead> <tbody> <tr><td>1</td><td>23.5</td></tr> <tr><td>2</td><td>31.3</td></tr> <tr><td>3</td><td>39.8</td></tr> <tr><td>4</td><td>48.8</td></tr> <tr><td>5</td><td>58.5</td></tr> <tr><td>7</td><td>68.9</td></tr> <tr><td>10</td><td>79.8</td></tr> </tbody> </table> <p>Max Annual Accrual = 638 hours</p>	<u>Years</u>	<u>Days</u>	1	23.5	2	31.3	3	39.8	4	48.8	5	58.5	7	68.9	10	79.8	Does not offer a PTO plan
<u>Years</u>	<u>Days</u>																	
1	23.5																	
2	31.3																	
3	39.8																	
4	48.8																	
5	58.5																	
7	68.9																	
10	79.8																	
Vacation	<p><u>2 ERs:</u> Offer paid vacation</p> <table border="1" data-bbox="772 1065 1050 1243"> <thead> <tr> <th><u>Years</u></th> <th><u>Average</u></th> </tr> </thead> <tbody> <tr><td>1</td><td>10</td></tr> <tr><td>5</td><td>20</td></tr> <tr><td>10</td><td>23</td></tr> <tr><td>15</td><td>25</td></tr> <tr><td>20</td><td>27</td></tr> </tbody> </table> <p>Average Max Annual Accrual = 256 hours</p>	<u>Years</u>	<u>Average</u>	1	10	5	20	10	23	15	25	20	27	<p><u>Vacation Accrual</u></p> <p>6.5 days after 0.5 yrs 12 days after 1 yr 13 days after 2 yrs 15 days after 3 yrs 17 days after 4 yrs 20 days after 5 yrs 21 days after 15 yrs 22 days after 16 yrs</p> <p>Max Annual Accrual = 176 hours</p>				
<u>Years</u>	<u>Average</u>																	
1	10																	
5	20																	
10	23																	
15	25																	
20	27																	
Additional paid time off practices	<p><u>1 ER:</u> Reported additional PTO practices: Military Leave - 16.5 days per year; SW A- Days (personal leave days): one day earned for each day worked on specified vessels.</p>	<p>Additional PTO offered for jury duty (paid the difference between any fee received for jury duty and one regular shift straight time wages for each such day).</p>																

Ferry/Terminal Premium Pay and Benefits Summary (MEBA Licensed)

Exhibit V (cont'd)

BENEFIT	MEBA Licensed Comparator Group	Washington State Ferry System (MEBA Licensed)								
Sick Leave	<p><u>1 ER</u>: Reported Max Sick Leave = 48 hours per year</p> <p><u>1 ER</u>: Offers personal leave buy-out/cash-out: Engineer Officers who have personal leave balances of at least 168 hours shall be permitted to cash out 168 hours of personal leave per calendar year when mutually agreed to by the Union and the ER.</p>	<p>Max Sick Leave = 96 hours per year</p> <p>No buy-out language in CBA</p>								
Health & Welfare: ER/Employee Contribution/Month	<p align="center"><u>Medical Contributions *</u></p> <table border="0"> <tr> <td><u>ER (for EE only):</u> AVG: \$859/month BC: \$20/month</td> <td><u>EE (for EE only):</u> 2 ERs: \$0</td> </tr> <tr> <td><u>ER (for EE plus spouse & 2 children):</u> AVG: \$859/month BC: \$78/month</td> <td><u>EE (for EE plus spouse & 2 children):</u> 2 ERs: \$0</td> </tr> </table> <p>* Averages exclude BC Ferry (BC = BC Ferry)</p>	<u>ER (for EE only):</u> AVG: \$859/month BC: \$20/month	<u>EE (for EE only):</u> 2 ERs: \$0	<u>ER (for EE plus spouse & 2 children):</u> AVG: \$859/month BC: \$78/month	<u>EE (for EE plus spouse & 2 children):</u> 2 ERs: \$0	<p align="center"><u>Medical Contributions</u></p> <table border="0"> <tr> <td><u>ER (for EE only):</u> \$395.16/month</td> <td><u>EE (for EE only):</u> \$26/month</td> </tr> <tr> <td><u>ER (for EE plus spouse & 2 children):</u> \$1076.19/month</td> <td><u>EE (for EE plus spouse & 2 children):</u> \$82/month</td> </tr> </table>	<u>ER (for EE only):</u> \$395.16/month	<u>EE (for EE only):</u> \$26/month	<u>ER (for EE plus spouse & 2 children):</u> \$1076.19/month	<u>EE (for EE plus spouse & 2 children):</u> \$82/month
	<u>ER (for EE only):</u> AVG: \$859/month BC: \$20/month	<u>EE (for EE only):</u> 2 ERs: \$0								
	<u>ER (for EE plus spouse & 2 children):</u> AVG: \$859/month BC: \$78/month	<u>EE (for EE plus spouse & 2 children):</u> 2 ERs: \$0								
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<u>ER (for EE plus spouse & 2 children):</u> \$1076.19/month	<u>EE (for EE plus spouse & 2 children):</u> \$82/month									
<p align="center"><u>Dental Contributions</u></p> <table border="0"> <tr> <td><u>ER (for EE only):</u> 1 ER: \$0/month BC: \$45/month</td> <td><u>EE (for EE only):</u> 1 ER: \$47/month BC: \$0</td> </tr> <tr> <td><u>ER (for EE plus spouse & 2 children):</u> 1 ER: \$0/month BC: \$148/month</td> <td><u>ER (for EE plus spouse & 2 children):</u> 1 ER: \$47/month BC: \$0</td> </tr> </table>	<u>ER (for EE only):</u> 1 ER: \$0/month BC: \$45/month	<u>EE (for EE only):</u> 1 ER: \$47/month BC: \$0	<u>ER (for EE plus spouse & 2 children):</u> 1 ER: \$0/month BC: \$148/month	<u>ER (for EE plus spouse & 2 children):</u> 1 ER: \$47/month BC: \$0	<p align="center"><u>Dental Contributions</u></p> <p><u>ER (for EE only):</u> \$41.69/month</p> <p align="right">EE contribution included in medical</p> <p><u>ER (for EE plus spouse & 2 children):</u> \$125.07/month</p>					
<u>ER (for EE only):</u> 1 ER: \$0/month BC: \$45/month	<u>EE (for EE only):</u> 1 ER: \$47/month BC: \$0									
<u>ER (for EE plus spouse & 2 children):</u> 1 ER: \$0/month BC: \$148/month	<u>ER (for EE plus spouse & 2 children):</u> 1 ER: \$47/month BC: \$0									
<p align="center"><u>Vision Contributions</u></p> <table border="0"> <tr> <td><u>ER (for EE only):</u> 1 ER: \$0/month</td> <td><u>EE (for EE only):</u> 1 ER: \$23/month</td> </tr> <tr> <td><u>ER (for EE plus spouse & 2 children):</u> 1 ER: \$0/month</td> <td><u>ER (for EE plus spouse & 2 children):</u> 1 ER: \$23/month</td> </tr> </table> <p>BC: Includes vision contributions within medical contribution rates</p>	<u>ER (for EE only):</u> 1 ER: \$0/month	<u>EE (for EE only):</u> 1 ER: \$23/month	<u>ER (for EE plus spouse & 2 children):</u> 1 ER: \$0/month	<u>ER (for EE plus spouse & 2 children):</u> 1 ER: \$23/month	<p align="center"><u>Vision Contributions</u></p> <p>Included in medical</p>					
<u>ER (for EE only):</u> 1 ER: \$0/month	<u>EE (for EE only):</u> 1 ER: \$23/month									
<u>ER (for EE plus spouse & 2 children):</u> 1 ER: \$0/month	<u>ER (for EE plus spouse & 2 children):</u> 1 ER: \$23/month									

Ferry/Terminal Premium Pay and Benefits Summary (MEBA Licensed)

Exhibit V (cont'd)

BENEFIT	MEBA Licensed Comparator Group	Washington State Ferry System (MEBA Licensed)
Health & Welfare: (cont'd) ER Contributions	<p><u>1 ER</u>: Provides <u>Long Term Disability Insurance</u> at EEs expense</p> <p><u>1 ER</u>: ER is self insured</p>	<p><u>Long Term Disability Insurance</u></p> <p>ER contributes \$2 per month</p>
	<p><u>0 ERs</u>: Reported ER contribution to <u>Life Insurance</u></p>	<p><u>Life Insurance</u></p> <p>ER contributes \$5.07 per month</p>
	<p><u>Retirement</u></p> <p>Average contribution of 6.92% of gross pay or pensionable earnings</p>	<p><u>Retirement Benefits</u></p> <p>ER contributes 5.31% of gross pay</p>
Uniforms	<p><u>1 ER</u>: Does not require uniforms</p> <p><u>1 ER</u>: Provides a uniform allowance of \$400 per year</p> <p><u>1 ER</u>: Uniforms are cleaned at ER cost for safety related clothing</p> <p><u>1 ER</u>: \$55 annually to defray the cost of the footwear and \$37 annually to defray the cost of prescription safety glasses, where required for the position</p>	<p>Uniforms are provided by the ER</p> <p>Uniforms are not cleaned by the ER</p>
Meals discount	<p><u>2 ERs</u>: Provide meal discounts: <u>1 ER</u>: 100% <u>1 ER</u>: 50%</p>	<p>Meals are discounted at the rate of 50%</p> <p><i>Meals purchased and eaten on board the vessels of the ER while EEs are on duty or going to and from duty - only applies to vessels that provide food service and such service is open to the public.</i></p>

Ferry/Terminal Premium Pay and Benefits Summary (MEBA Licensed)

Exhibit V (cont'd)

BENEFIT	MEBA Licensed Comparator Group	Washington State Ferry System (MEBA Licensed)
Training/Education	<p>2 ERs: Reimburse trade related training and education</p> <p>1 ER: Will reimburse up to \$923/year (program currently inactive due to economic conditions)</p> <p>1 ER: If EE enrolled in electrical related courses the ER reimburses 50% of the leave they use to attend</p>	<p>Trade related training and education are reimbursed at a rate of 100%</p> <p>ER pays wages in the amount of straight time for the time the EE attends such programs</p> <p><i>ER will extend and pay his/her wages for up to one hundred and 160 hours of classroom time per calendar year in each instance upon successful completion. Training must be pre-approved.</i></p>
Medical Exams/Licensure	<p>2 ERs: Reimburse or pay for medical examinations or drug tests related to employment</p>	<p>No EE cost for medical examinations related to employment (HealthForce)</p>
Travel: Compensation for ER directed travel	<p>2 ERs: Compensate EEs for ER directed travel time and/or expenses as follows:</p> <p>Travel Time = 1 ER: Double time; 1 ER: Paid for a min 4 / max 12 hrs per 24-hr period</p> <p>Mileage = AVG: 50 cents/mile</p> <p>Meals & Lodging = 1 ER: \$60 meals & \$85-95 lodging per day; 1 ER: \$69 for meals & lodging</p> <p>2 ERs: Compensate EEs for ER directed travel time and/or expenses if assigned to other than their regular home/relieving terminal as follows:</p> <p>Travel Time = 1 ER: Double time; 1 ER: Paid for a min 4 / max 12 hrs per 24-hr period</p> <p>Mileage = AVG: 50 cents/mile</p> <p>Meals & Lodging = 1 ER: \$60 meals & \$85-95 lodging per day; 1 ER: \$69 for meals & lodging or EE can choose per diem for meals and phone, and actual cost of lodging</p>	<p>ER-directed travel time and expenses compensated as follows:</p> <p>Travel Time = Straight Time</p> <p>Mileage = 55 cents/mile</p> <p>Meals & Lodging = \$109 per day</p> <p>EEs are reimbursed as follows for travel time and expenses if assigned to other than their regular home/relieving terminal:</p> <p>Travel Time = Straight Time</p> <p>Mileage = 55 cents/mile</p> <p>Meals & Lodging = \$109 per day</p>
Per Diem	<p>1 ER: Pays per diem amounts to EEs when required to remain on duty or called back to duty</p> <p>Max lodging rate: \$95 per day</p> <p>Max meal rate: \$60 per day</p>	<p>When staff are required to remain on duty or called back to duty, per diem amounts are paid per section 12(g) & (h)</p>

Ferry/Terminal Premium Pay and Benefits Summary (MEBA Licensed)

Exhibit V (cont'd)

BENEFIT	MEBA Licensed Comparator Group	Washington State Ferry System (MEBA Licensed)
Passes (active employees)	<p><u>2 ERs</u>: Provide travel passes for active EEs as well as EE's spouse and dependents</p> <p><u>1 ER</u>: Minimum term of employment to earn a pass is 2 years; dependents and personal vehicle transported on a space-available basis only. Annual Passes available after 2 years of company seniority, Trip Passes available once seniority is established.</p>	<p>ER provides travel passes for active EEs as well as EE's spouse and dependents</p> <p>The minimum term of employment which must be worked to earn a pass is 6 months.</p> <p><i>The use of the spouse's motor vehicle pass privileges during peak period will be cause for cancellation of all pass privileges. Engineer Officers continuously employed for two (2) years shall be issued annual motor vehicle passes authorizing the EEs' spouse free motor vehicle passage.</i></p>
Passes (retired employees)	<p><u>2 ERs</u>: Provide travel passes for retired EEs</p> <p><u>1 ER</u>: Also provides travel passes to retired EEs' spouse (after a minimum term of employment of 10 years)</p> <p><u>1 ER</u>: Also provides travel passes to retired EEs' spouse and dependents</p>	<p>ER provides travel passes for retired EEs</p> <p>ER also provides travel passes to retired EEs spouse</p>
Other Premium	<p><u>1 ER</u>: Premium pay of 27% for runs of 2 weeks on 2 weeks off, pager premium for work outside scheduled working hours; standby pay of one hour of straight time pay for each 4 hours of standby; an allowance of \$92/month for Officers who have certificate(s) of competency superior to existing minimum job specification requirements for their appointed positions, and to all Chief Officers.</p> <p><u>1 ER</u>: Chief Engineers shall receive \$677.96 per pay period as nonwatch pay in lieu of all overtime, for vessel arrival and departure to port, repair and breakdown callout, while vessel is in operation, and he or she is in a work status.</p>	<p>Regular EEs permanently assigned to the Inter-Island vessel route will be paid daily travel time from Anacortes to Friday Harbor (3 ½ hours roundtrip per day). Severance Pay: Payment to any Engineer Officer who may lose employment because of the abandonment of routes due to the construction of bridges or tubes (replacing the then-existing ferry routes) and of the application of seniority provisions under the present labor agreement, including consideration of residence of individual and locale of employment offered shall be based upon the principle of 1 month's pay for each year of service. Daily maintenance: \$30 per day.</p>
Participants included (contract/benchmark job[s] covered)	<p>Black Ball Transport, Inc. (MEMB) - Average and range data only</p> <p>British Columbia Ferry Services Inc. (All - Single Contract)</p> <p>Alaska Marine Highway System (MEBA)</p>	

Ferry/Terminal Premium Pay and Benefits Summary (MEBA Unlicensed)

Exhibit VI

BENEFIT	MEBA Unlicensed Comparator Group	Washington State Ferry System (MEBA Unlicensed)
Premium Pay: Overtime	<u>1 ER</u> : 150% of base pay <u>1 ER</u> : 200% of base pay	200% of base pay
Paid Holidays per Year - Including Personal Holidays	<u>1 ER</u> : 11 days/year <u>1 ER</u> : 12 days/year	12 days/year
Work Assignments on Paid Holidays	<u>1 ER</u> : 150% of base pay <u>1 ER</u> : 200% of base pay	100% of base pay
Overtime Paid on Holidays	<u>1 ER</u> : 150% of base pay <u>1 ER</u> : 200% of base pay <u>BOTH</u> : Paid in hourly increments	200% of base pay Paid in hourly increments
Minimum call out pay	<u>1 ER</u> : 2 hours @ 150% of base pay <u>1 ER</u> : 3 hours @ 200% of base pay	8 hours @ 200% of base pay
Early call out pay	<u>1 ER</u> : 2 hours @ 150% of base pay <u>1 ER</u> : 3 hours @ 200% of base pay	1 hour @ 200% of base pay
Other premium or shift differential	<u>1 ER</u> : Reported additional premium pay or shift differentials including the following: Second shift: \$0.74 additional per hour; third shift: additional 10% of basic hourly pay; Isolation allowance \$5.77 per point per month; 14-on 14-off schedule differential: 27% in additional per hour; 4-on 4-off differential: 25% additional per hour.	The use of the specified power tools entitles the user to \$1 per straight time hour increments. The increment for overtime hours will be \$2 per hour.
Penalty Pay: Dirty/Obnoxious _____% Base pay Entire Shift/Actual Hours	<u>1 ER</u> : Offers penalty pay of \$7.38 additional per hour for working with dirty/obnoxious materials Paid for actual hours with dirty materials	200% of base pay Paid for actual hours with dirty materials <i>Sewage = 2 hour min</i>

Ferry/Terminal Premium Pay and Benefits Summary (MEBA Unlicensed)

Exhibit VI (cont'd)

BENEFIT	MEBA Unlicensed Comparator Group	Washington State Ferry System (MEBA Unlicensed)												
Penalty Pay: Hazardous Materials/Situations _____% Base pay Entire Shift/Actual Hours	<p><u>1 ER</u>: Offers penalty pay of \$2.07 per hour for working with hazardous materials/situations</p> <p>Paid for actual hours with dirty materials</p>	<p>200% of base pay</p> <p>Paid for actual hours with hazardous materials</p> <p><i>Hazardous/dangerous materials = 1/2 hour min. Below deck plates = 1 hour min.</i></p>												
PTO	<p><u>0 ERs</u>: Offer a PTO plan</p>	Does not offer a PTO plan												
Vacation	<p><u>3 ERs</u>: Offer paid vacation (2 represented below, see note for Alaska Marine Highway System)</p> <table border="1" data-bbox="766 787 1071 974"> <thead> <tr> <th>Years</th> <th>Average</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>10</td> </tr> <tr> <td>5</td> <td>20</td> </tr> <tr> <td>10</td> <td>23</td> </tr> <tr> <td>15</td> <td>25</td> </tr> <tr> <td>20</td> <td>27</td> </tr> </tbody> </table> <p>Average Max Annual Accrual = 256 hours</p> <p>Alaska Marine Highway System: Max Annual Accrual = 420 hours</p> <ul style="list-style-type: none"> 10.5 days after 0 years 21 days after 2 years 31.5 days after 4 years 52.5 days after 5 years 	Years	Average	1	10	5	20	10	23	15	25	20	27	<p><u>Vacation Accrual</u></p> <ul style="list-style-type: none"> 6 days after 0.5 yrs 12 days after 1 yr 13 days after 2 yrs 15 days after 3 yrs 17 days after 4 yrs 20 days after 5 yrs 21 days after 15 yrs 22 days after 16 yrs <p>Max Annual Accrual = 176 hours</p>
Years	Average													
1	10													
5	20													
10	23													
15	25													
20	27													
Additional paid time off practices	<p><u>1 ER</u>: Reported additional PTO practices: Military Leave - 16.5 days per year</p>	<p>Additional PTO offered for jury duty (paid the difference between the fee for such service and the amount of straight-time earnings lost due to such service)</p>												

Ferry/Terminal Premium Pay and Benefits Summary (MEBA Unlicensed)

Exhibit VI (cont'd)

BENEFIT	MEBA Unlicensed Comparator Group	Washington State Ferry System (MEBA Unlicensed)
Sick Leave	<p><u>2 ERs</u>: Reported Max Sick Leave <u>1 ER</u>: 48 hours per year <u>1 ER</u>: 180 hours per year</p> <p><u>0 ERs</u>: Report sick leave buy-out options</p>	<p>Max Sick Leave = 96 hours per year</p> <p>No sick leave buy out language in CBA</p>
Health & Welfare: Employer/Employee Contribution/Month	<p><u>Medical Contributions *</u></p> <p><u>ER (for EE only)</u>: AVG: \$938/month BC: \$20/month</p> <p><u>ER (for EE plus spouse & 2 children)</u>: AVG: \$937/month BC: \$78/month</p> <p>* Averages exclude BC Ferry (BC = BC Ferry)</p>	<p><u>Medical Contributions</u></p> <p><u>ER (for EE only)</u>: \$395.16/month</p> <p><u>EE (for EE only)</u>: \$26/month</p> <p><u>ER (for EE plus spouse & 2 children)</u>: \$1076.19/month</p> <p><u>EE (for EE plus spouse & 2 children)</u>: \$82/month</p>
	<p><u>Dental Contributions</u></p> <p><u>ER (for EE only)</u>: 1 ER: \$0/month BC: \$45/month</p> <p><u>ER (for EE plus spouse & 2 children)</u>: 1 ER: \$0/month BC: \$148/month</p>	<p><u>Dental Contributions</u></p> <p><u>ER (for EE only)</u>: 1 ER: \$47/month BC: \$0</p> <p><u>ER (for EE plus spouse & 2 children)</u>: 1 ER: unknown BC: \$0</p>

Ferry/Terminal Premium Pay and Benefits Summary (MEBA Unlicensed)

Exhibit VI (cont'd)

BENEFIT	MEBA Unlicensed Comparator Group	Washington State Ferry System (MEBA Unlicensed)
Health & Welfare: (cont'd) Employer Contributions	<p style="text-align: center;"><u>Vision Contributions</u></p> <p><u>ER (for EE only):</u> 1 ER: \$0/month</p> <p><u>ER (for EE plus spouse & 2 children):</u> 1 ER: \$0/month</p> <p>BC: Includes vision contributions within medical contribution rates</p>	<p style="text-align: center;"><u>Vision Contributions</u></p> <p style="text-align: center;">Included in medical</p>
	<p><u>1 ER: Provides Long Term Disability Insurance</u> at EEs expense</p> <p><u>1 ER: ER is self insured</u></p>	<p style="text-align: center;"><u>Long Term Disability Insurance</u></p> <p style="text-align: center;">ER contributes \$2 per month</p>
	<p><u>1 ER: Reported ER contribution to Life Insurance</u></p> <p>ER contributes .17 per \$1000 of coverage</p>	<p style="text-align: center;"><u>Life Insurance</u></p> <p style="text-align: center;">ER contributes \$5.07 per month</p>
	<p style="text-align: center;"><u>Retirement</u></p> <p>Average contribution of 7.27% of gross pay or pensionable earnings</p>	<p style="text-align: center;"><u>Retirement Benefits</u></p> <p style="text-align: center;">ER contributes 5.31% of gross pay</p>
Uniforms	<p><u>1 ER: Does not require uniforms</u></p> <p><u>1 ER: Provides a uniform allowance of \$13.46 per pay period</u></p> <p><u>1 ER: Uniforms are cleaned at ER cost for safety related clothing</u></p> <p><u>1 ER: \$55 annually to defray the cost of the footwear and \$37 annually to defray the cost of prescription safety glasses, where required for the position</u></p>	<p>Uniforms are provided by the ER</p> <p>Uniforms are not cleaned by the ER</p> <p><i>In the event it is determined that other uniform garments require dry cleaning a mutually agreeable cleaning cycle and allowance will be agreed to by the parties as necessary for the proper maintenance of the garment(s).</i></p>

Ferry/Terminal Premium Pay and Benefits Summary (MEBA Unlicensed)

Exhibit VI (cont'd)

BENEFIT	MEBA Unlicensed Comparator Group	Washington State Ferry System (MEBA Unlicensed)
Meals discount	<p><u>2 ERs</u>: Provide meal discounts</p> <p><u>1 ER</u>: Discounts meals at the rate of 100%</p> <p><u>1 ER</u>: Meals are discounted at the rate of 50%</p>	<p>Meals are discounted at the rate of 50%</p> <p><i>Meals purchased on board the ferries, while on duty or while going to and from duty - applies to vessels that provide food service and such service is open to the public.</i></p>
Training/Education	<p><u>1 ER</u>: Reimburses trade related training and education expenses up to \$923/year (program currently inactive due to economic conditions)</p> <p><u>1 ER</u>: Pays for ER directed expenses related to website training classes</p>	<p>Trade related training and education are reimbursed at a rate of 100%</p> <p>Minimum term of employment before reimbursement program is available is 3 years</p> <p>The ER pays wages in the amount of straight time for the time the EE attends such programs</p> <p><i>Payment for wages lost while attending school, not to exceed 30 days pay</i></p>
Medical Exams/Licensure	<p><u>2 ERs</u>: Reimburse or pay for medical examinations or drug tests related to employment</p>	<p>No EE cost for medical examinations related to employment (HealthForce)</p>

Ferry/Terminal Premium Pay and Benefits Summary (MEBA Unlicensed)

Exhibit VI (cont'd)

BENEFIT	MEBA Unlicensed Comparator Group	Washington State Ferry System (MEBA Unlicensed)
<p>Travel: Compensation for employer directed travel</p>	<p><u>2 ERs</u>: Compensate EEs for ER directed travel time and/or expenses as follows: Travel Time = <u>1 ER</u>: Double time; <u>1 ER</u>: Paid for a min 4 / max 12 hrs per 24-hr period Mileage = <u>AVG</u>: 60 cents/mile Meals & Lodging = <u>1 ER</u>: \$60 meals & \$85-95 lodging per day; <u>1 ER</u>: \$69 for meals & lodging</p> <p><u>2 ERs</u>: Compensate EEs for ER directed travel time and/or expenses if assigned to other than their regular home/relieving terminal as follows: Travel Time = <u>1 ER</u>: Double time; <u>1 ER</u>: Paid for a min 4 / max 12 hrs per 24-hr period Mileage = <u>AVG</u>: 60 cents/mile Meals & Lodging = <u>1 ER</u>: \$60 meals & \$85-95 lodging per day; <u>1 ER</u>: \$69 for meals & lodging or EE can choose per diem for meals and phone, and actual cost of lodging</p>	<p>ER directed travel time and expenses compensated as follows: Travel Time = Straight Time Mileage = 55 cents/mile Meals & Lodging = \$109 (avg) per day</p> <p>EEs are reimbursed as follows for travel time and expenses if assigned to other than their regular home/relieving terminal: Travel Time = Straight Time Mileage = 55 cents/mile Meals & Lodging = \$109 (avg) per day</p> <p><i>No travel time or mileage pay shall be paid to on-call EEs, except that when an on-call EE is assigned to a temporary assignment and that assignment includes travel to another location.</i></p>
<p>Per Diem</p>	<p><u>1 ER</u>: Pays per diem amounts to EEs when required to remain on duty or called back to duty Max lodging rate: \$95 per day Max meal rate: \$60 per day</p>	<p>When staff are required to remain on duty or called back to duty, per diem amounts are paid in accordance with State per diem regulation</p>

Ferry/Terminal Premium Pay and Benefits Summary (MEBA Unlicensed)

Exhibit VI (cont'd)

BENEFIT	MEBA Unlicensed Comparator Group	Washington State Ferry System (MEBA Unlicensed)
Passes (active employees)	<p><u>2 ERs</u>: Provide travel passes for active EEs as well as EE's spouse and dependents</p> <p><u>1 ER</u>: Annual Passes available after 24 points of company seniority, Trip Passes available once seniority is established</p>	<p>ER provides travel passes for active EEs as well as EE's spouse and dependents</p> <p>The minimum term of employment which must be worked to earn a pass is 6 months</p> <p><i>After two years an additional vehicle pass authorizing free vehicle passage for the EE's spouse on all vessels shall be provided.</i></p>
Passes (retired employees)	<p><u>2 ERs</u>: Provide travel passes for retired EEs</p> <p><u>1 ER</u>: Also provides travel passes to retired EEs' spouse (after a minimum term of employment of 10 years)</p> <p><u>1 ER</u>: Also provides travel passes to retired EEs' spouse and dependents</p>	<p>ER provides travel passes for retired EEs</p> <p>ER also provides travel passes to retired EE's spouse and dependents</p> <p><i>No passes of any kind shall be used for the purpose of commuting to or from employment other than employment with the ER.</i></p>
Other Premium	<p><u>1 ER</u>: Premium pay of 27% for runs of 2 weeks on 2 weeks off, pager premium for work outside scheduled working hours; standby pay of one hour of straight time pay for each 4 hours of standby; an allowance of \$92/month for Officers who have certificate(s) of competency superior to existing minimum job specification requirements for their appointed positions, and to all Chief Officers.</p> <p><u>1 ER</u>: Provides an annual lump sum payment equal to 84 times an EE's straight-time hourly rate seven years after establishing vacation eligibility.</p>	<p>Severance Pay: Paid to any EE who may lose employment because of the abandonment of routes due to the construction of bridges or tubes replacing the then existing ferry routes, (excepting the Lofall-Southpoint and Salsbury Point-Shine routes), and the application of seniority provisions under the present Agreement, including consideration of residence of individual and locale of employment offered, shall be based upon the principle of 1 month's pay for each year of service. Daily maintenance: \$30 per day.</p>
Participants Included (contract/benchmark job[s] covered)	<p>Black Ball Transport, Inc. (IBU) - <i>Average and range data only</i></p> <p>British Columbia Ferry Services Inc. (All - Single Contract)</p> <p>Alaska Marine Highway System (IBU)</p>	

Ferry/Terminal Premium Pay and Benefits Summary (IBU)

Exhibit VII

BENEFIT	IBU/Deckhand Comparator Group	IBU/Terminal Comparator Group	Washington State Ferry System (IBU)
Premium Pay: Overtime	<u>4 ERs</u> : 150% of base pay <u>1 ERs</u> : 200% of base pay	<u>2 ERs</u> : 150% of base pay <u>1 ER</u> : 200% of base pay	200% of base pay
Paid Holidays per Year - Including Personal Holidays	<u>2 ERs</u> : 11 days/year <u>2 ERs</u> : 12 days/year <u>1 ER</u> : 13 days/year	<u>1 ER</u> : 11 days/year <u>1 ER</u> : 12 days/year <u>1 ER</u> : 13 days/year	12 days/year
Work Assignments on Paid Holidays	<u>1 ER</u> : 100% of base pay <u>2 ERs</u> : 150% of base pay <u>2 ERs</u> : 200% of base pay	<u>1 ER</u> : 150% of base pay <u>2 ERs</u> : 200% of base pay	200% of base pay
Overtime Paid on Holidays	<u>2 ERs</u> : 150% of base pay <u>1 ERs</u> : 200% of base pay <u>ALL</u> : Paid in hourly increments	<u>1 ER</u> : 150% of base pay <u>1 ER</u> : 200% of base pay <u>BOTH</u> : Paid in hourly increments	300% of base pay Paid in hourly increments
Minimum call out pay	<u>1 ER</u> : 3 hours @ 100% of base pay <u>1 ER</u> : 2 hours @ 150% of base pay <u>1 ER</u> : 3 hours @ 150% of base pay <u>1 ER</u> : 3 hours @ 200% of base pay <u>1 ER</u> : 8 hours @ 200% of base pay	<u>1 ER</u> : 4 hours @ 150% of base pay <u>1 ER</u> : 8 hours @ 150% of base pay <u>1 ER</u> : 3 hours @ 200% of base pay	8 hours @ 200% of base pay
Early call out pay	<u>1 ER</u> : 3 hours @ 100% of base pay <u>1 ER</u> : 1 hour @ 150% of base pay <u>1 ER</u> : 2 hours @ 150% of base pay <u>1 ER</u> : 3 hours @ 200% of base pay	<u>1 ER</u> : 3 hours @ 200% of base pay	1 hour @ 200% of base pay

Ferry/Terminal Premium Pay and Benefits Summary (IBU)

Exhibit VII (cont'd)

BENEFIT	IBU/Deckhand Comparator Group	IBU/Terminal Comparator Group	Washington State Ferry System (IBU)
Other premium or shift differential	<p><u>3 ERs:</u> Reported additional premium pay or shift differentials including one or more of the following:</p> <p><u>2 ERs:</u> Pay EEs during standby status (paid @ 7% and 10% of base hourly rate)</p> <p><u>1 ER:</u> Additional \$0.65/hour for hours worked between 6 pm and 6 am</p> <p><u>1 ER:</u> Premium pay for Purser/Deckhand or Senior Deckhand shifts; 2.4% and 4.8% respectively</p> <p><u>1 ER:</u> Second shift: \$0.74 additional per hour; third shift: additional 10% of basic hourly pay; Isolation allowance \$5.77 per point per month; 14-on 14-off schedule differential: 27% in additional per hour; 4-on 4-off differential: 25% additional per hour</p>	<p><u>3 ERs:</u> Reported additional premium pay or shift differentials including one or more of the following:</p> <p><u>2 ERs:</u> Provide premium pay for swing/second shift (<u>1 ER:</u> 3.75% over base pay; <u>1 ER:</u> \$0.74 additional per hour) and graveyard/third shift (<u>1 ER:</u> 7.5% over base pay; <u>1 ER:</u> additional 10% of basic hourly pay).</p> <p><u>1 ER:</u> Saturday and Sunday pay: \$1 premium per hour; Standby pay: 10% of 7.5 times the EE's hourly base salary.</p> <p><u>1 ER:</u> Offers the following: Isolation allowance: \$5.77 per point per month; 14-on 14-off schedule differential: 27% in additional per hour; 4-on 4-off differential: 25% additional per hour.</p> <p><u>1 ER:</u> \$1.00 per hour premium for Terminal Assistants assigned alone to a specified am shift/location. 122% of current pay (deckhand rate) per hour paid to Terminal Assistants called for additional manning.</p>	<p>The use of specified power tools entitles the user to \$1 per straight time hour increments (\$2 for overtime). Eagle Harbor shoreside maintenance EEs: second shift: 10% premium, third shift: 15% premium.</p>
Penalty Pay: Dirty/Obnoxious _____% Base pay Entire Shift/Actual Hours	<p><u>3 ERs:</u> Offer penalty pay for working with dirty/obnoxious materials</p> <p><u>1 ER:</u> Straight time rate of pay paid in addition to the rate of pay being paid when penalty work is performed</p> <p><u>1 ER:</u> \$2 additional per hour</p> <p><u>1 ER:</u> \$7.38 additional per hour</p> <p><u>ALL:</u> Paid for actual hours with dirty materials</p>	<p><u>1 ER:</u> Offers penalty pay for working with dirty/obnoxious materials - \$7.38 additional per hour for actual hours with dirty materials</p>	<p>200% of base pay</p> <p>Paid for actual hours with dirty materials</p>
Penalty Pay: Hazardous Materials/Situations _____% Base pay Entire Shift/Actual Hours	<p><u>2 ERs:</u> Offer penalty pay for working with hazardous materials/situations</p> <p><u>1 ER:</u> Straight time rate of pay paid in addition to the rate of pay being paid when penalty work is performed</p> <p><u>1 ER:</u> \$2.07 additional per hour</p> <p><u>BOTH:</u> Paid for actual hours with dirty materials</p>	<p><u>3 ERs:</u> Offer penalty pay for working with hazardous materials/situations</p> <p><u>1 ER:</u> \$1.00 additional per hour</p> <p><u>1 ER:</u> \$2.07 additional per hour</p> <p><u>1 ER:</u> 107.5% of base pay</p> <p><u>2 ERs:</u> Paid for actual hours with dirty materials</p> <p><u>1 ER:</u> Paid in 4 hour increments so worked</p>	<p>200% of base pay</p> <p>Paid for actual hours with hazardous materials</p>

Ferry/Terminal Premium Pay and Benefits Summary (IBU)

Exhibit VII (cont'd)

BENEFIT	IBU/Deckhand Comparator Group	IBU/Terminal Comparator Group	Washington State Ferry System (IBU)																																																				
PTO	<u>0 ERs</u> : Offer a PTO plan	<u>1 ER</u> : Offers a PTO plan <table border="0"> <tr> <td><u>Years</u></td> <td><u>Days</u></td> </tr> <tr> <td>0</td> <td>22.5</td> </tr> <tr> <td>2</td> <td>25.3</td> </tr> <tr> <td>5</td> <td>28.1</td> </tr> <tr> <td>10</td> <td>33.8</td> </tr> </table> <p>Max Annual Accrual = 270 hours <i>Most EEs at this ER are enrolled in the above PTO program but a vacation and sick policy is also available to EEs not enrolled in PTO.</i></p>	<u>Years</u>	<u>Days</u>	0	22.5	2	25.3	5	28.1	10	33.8	Does not offer a PTO plan																																										
<u>Years</u>	<u>Days</u>																																																						
0	22.5																																																						
2	25.3																																																						
5	28.1																																																						
10	33.8																																																						
Vacation	<u>6 ERs</u> : Offer paid vacation (5 represented below, see note for Alaska Marine Highway System) <table border="0"> <tr> <td><u>Years</u></td> <td><u>Range (days)</u></td> <td><u>Average</u></td> </tr> <tr> <td>1</td> <td>5 - 15</td> <td>11</td> </tr> <tr> <td>5</td> <td>15 - 21</td> <td>18</td> </tr> <tr> <td>10</td> <td>17 - 24</td> <td>21</td> </tr> <tr> <td>15</td> <td>20 - 28</td> <td>23</td> </tr> <tr> <td>20</td> <td>22 - 31</td> <td>25</td> </tr> </table> <p>Average Max Annual Accrual = 226 hours Alaska Marine Highway System: Max Annual Accrual = 420 hours 10.5 days after 0 years 21 days after 2 years 31.5 days after 4 years 52.5 days after 5 years</p>	<u>Years</u>	<u>Range (days)</u>	<u>Average</u>	1	5 - 15	11	5	15 - 21	18	10	17 - 24	21	15	20 - 28	23	20	22 - 31	25	<u>3 ERs</u> : Offer paid vacation <table border="0"> <tr> <td><u>Years</u></td> <td><u>Range (days)</u></td> <td><u>Average</u></td> </tr> <tr> <td>1</td> <td>10 - 15</td> <td>13</td> </tr> <tr> <td>5</td> <td>15 - 23</td> <td>19</td> </tr> <tr> <td>10</td> <td>20 - 28</td> <td>24</td> </tr> <tr> <td>15</td> <td>20 - 28</td> <td>25</td> </tr> <tr> <td>20</td> <td>25 - 31</td> <td>28</td> </tr> </table> <p>Average Max Annual Accrual = 261 hours</p>	<u>Years</u>	<u>Range (days)</u>	<u>Average</u>	1	10 - 15	13	5	15 - 23	19	10	20 - 28	24	15	20 - 28	25	20	25 - 31	28	<u>Vacation Accrual</u> <table border="0"> <tr> <td>6 days after 0.5 yrs</td> <td>23 days after 11 yrs</td> </tr> <tr> <td>12 days after 1 yr</td> <td>24 days after 13 yrs</td> </tr> <tr> <td>13 days after 2 yrs</td> <td>25 days after 14 yrs</td> </tr> <tr> <td>15 days after 3 yrs</td> <td>26 days after 16 yrs</td> </tr> <tr> <td>17 days after 4 yrs</td> <td>29 days after 20 yrs</td> </tr> <tr> <td>20 days after 5 yrs</td> <td>30 days after 22 yrs</td> </tr> <tr> <td>21 days after 7 yrs</td> <td>32 days after 26 yrs</td> </tr> <tr> <td>22 days after 9 yrs</td> <td>34 days after 30 yrs</td> </tr> </table> <p>Max Annual Accrual = 272 hours <i>One additional day of vacation earned for each consecutive month between 6 months and 1 year.</i></p>	6 days after 0.5 yrs	23 days after 11 yrs	12 days after 1 yr	24 days after 13 yrs	13 days after 2 yrs	25 days after 14 yrs	15 days after 3 yrs	26 days after 16 yrs	17 days after 4 yrs	29 days after 20 yrs	20 days after 5 yrs	30 days after 22 yrs	21 days after 7 yrs	32 days after 26 yrs	22 days after 9 yrs	34 days after 30 yrs
<u>Years</u>	<u>Range (days)</u>	<u>Average</u>																																																					
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Additional paid time off practices	<u>1 ER</u> : Reported additional PTO practices: Military Leave - 16.5 days per year	<u>1 ER</u> : Reported additional PTO practices: Military Leave - 16.5 days per year	Additional PTO offered for jury duty (paid the difference between the fee for such service and the amount of straight-time earnings lost due to such service)																																																				
Sick Leave	Average Max Sick Leave: 103 hours per year (<u>5 ERs</u>) <u>3 ERs</u> : Offer a sick leave buy-out/ cash-out <u>1 ER</u> : EEs are paid 1 out of every 4 hours for 96 hours or less if their balance exceeds 480 hours; at death and retirement, 25% of accrued sick leave is paid. <u>1 ER</u> : Unused sick leave shall be paid at a rate of 35% of the current salary rate in the event of death or retirement. <u>1 ER</u> : Sick leave earned but not used will be reimbursed at 50% of the basic rate currently in effect at the time of death or retirement.	Average Max Sick Leave: 86 hours per year (<u>3 ERs</u>) <u>2 ERs</u> : Offer sick leave cash-outs upon death and/or retirement <u>1 ER</u> : Allows unused sick leave balance to be paid in cash to EEs beneficiaries at the current rate of pay in the event of EEs death. <u>1 ER</u> : Allows sick leave to be paid out at 50% of the basic rate currently in effect at time of death or retirement.	Max Sick Leave = 96 hours per year Offers a sick-leave buy-out option Sick leave buy-out upon death or retirement shall be allowed in accordance with applicable statutes.																																																				

Ferry/Terminal Premium Pay and Benefits Summary (IBU)

Exhibit VII (cont'd)

BENEFIT	IBU/Deckhand Comparator Group	IBU/Terminal Comparator Group	Washington State Ferry System (IBU)
Health & Welfare: Employer/Employee Contribution/Month	<p><u>6 ERs: Reported Medical Contributions *</u></p> <p><u>ER (for EE only):</u> AVG: \$755/month BC: \$20/month</p> <p><u>EE (for EE only):</u> AVG: \$5 (5 ERs: \$0/month/ 1 ER: 26/month) BC: \$0</p> <p><u>ER (for EE plus spouse & 2 children):</u> AVG: \$1,123/month BC: \$78/month</p> <p>* Averages exclude BC Ferry</p>	<p><u>3 ERs: Reported Medical Contributions *</u></p> <p><u>ER (for EE only):</u> AVG: \$703/month (2 ERs) BC: \$20/month</p> <p><u>EE (for EE only):</u> 3 ERs: \$0/month</p> <p><u>ER (for EE plus spouse & 2 children):</u> AVG: \$1,098/month (2 ERs) BC: \$78/month</p> <p>* Averages exclude BC Ferry (BC = BC Ferry)</p>	<p><u>Medical Contributions</u></p> <p><u>ER (for EE only):</u> \$395.16/month</p> <p><u>EE (for EE only):</u> \$26/month</p> <p><u>ER (for EE plus spouse & 2 children):</u> \$1076.19/month</p> <p><u>EE (for EE plus spouse & 2 children):</u> \$82/month</p>
	<p><u>4 ERs: Reported Dental Contributions *</u></p> <p><u>ER (for EE only):</u> AVG: \$48/month (1 ER: \$0, 2 ERs: >\$0) BC: \$45/month</p> <p><u>EE (for EE only):</u> AVG: \$16 (2 ERs: \$0/month/ 1 ER: \$47/month) BC: \$0</p> <p><u>ER (for EE plus spouse & 2 children):</u> AVG: \$136/month (1 ER: \$0, 2 ERs: >\$0) BC: \$148/month</p> <p>* Averages exclude BC Ferry 2 ERs: Include dental contributions within medical contribution rates</p>	<p><u>3 ERs: Reported Dental Contributions *</u></p> <p><u>ER (for EE only):</u> 1 ER: \$82/month 1 ER \$0/month BC: \$45/month</p> <p><u>EE (for EE only):</u> 1 ER: \$47/month 1 ER: \$0/month BC: \$0/month</p> <p><u>ER (for EE plus spouse & 2 children):</u> 1 ER: \$246/month 1 ER \$0/month BC: \$148/month</p> <p>* Averages exclude BC Ferry (BC = BC Ferry)</p>	<p><u>Dental Contributions</u></p> <p><u>ER (for EE only):</u> \$41.69/month</p> <p><u>EE contribution included in medical</u></p> <p><u>ER (for EE plus spouse & 2 children):</u> \$125.07/month</p>
	<p><u>3 ERs: Reported Vision Contributions</u></p> <p><u>ER (for EE only):</u> AVG: \$7/month (1 ER: \$0, 2 ERs: >\$0)</p> <p><u>EE (for EE only):</u> AVG: \$8 (2 ERs: \$0/month/ 1 ER: \$23/month)</p> <p><u>ER (for EE plus spouse & 2 children):</u> AVG: \$18/month (1 ER: \$0, 2 ERs: >\$0)</p> <p>3 ERs: Included vision contributions within medical contribution rates including BC Ferry</p>	<p><u>2 ERs: Reported Vision Contributions</u></p> <p><u>ER (for EE only):</u> 1 ER: \$9/month 1 ER \$0/month</p> <p><u>EE (for EE only):</u> 1 ER: \$0/month 1 ER: \$23/month</p> <p><u>ER (for EE plus spouse & 2 children):</u> 1 ER: \$23/month 1 ER \$0/month</p> <p>1 ER: (BC Ferry) Includes vision contributions within medical contribution rates</p>	<p><u>Vision Contributions</u></p> <p>Included in medical</p>

Ferry/Terminal Premium Pay and Benefits Summary (IBU)

Exhibit VII (cont'd)

BENEFIT	IBU/Deckhand Comparator Group	IBU/Terminal Comparator Group	Washington State Ferry System (IBU)
Health & Welfare: (cont'd) Employer Contributions	<p><u>1 ER</u>: Provides ER contribution to <u>Long Term Disability Insurance</u></p> <p><u>1 ER</u>: Contributes \$15.58 per month</p> <p><u>2 ERs</u>: Included within medical contribution rates</p>	<p><u>0 ERs</u>: Reported ER contributions to <u>Long Term Disability Insurance</u></p>	<p><u>Long Term Disability Insurance</u></p> <p>ER contributes \$2 per month.</p>
	<p><u>2 ERs</u>: Provide ER contribution to <u>Life Insurance</u></p> <p><u>1 ER</u>: Contributes \$13.51 per month</p> <p><u>1 ER</u>: Contributes .17 per \$1000 of coverage</p> <p><u>2 ERs</u>: Included within medical contribution rates</p>	<p><u>1 ER</u>: Reported ER contributions to <u>Life Insurance</u></p> <p><u>1 ER</u>: Contributes .17 per \$1000 of coverage</p>	<p><u>Life Insurance</u></p> <p>ER contributes \$5.07 per month.</p>
	<p><u>5 ERs</u>: Provide ER contributions to <u>Retirement</u></p> <p><u>4 ERs</u>: Contribute a % of gross pay or pensionable earnings. AVG: 7.04%</p> <p><u>1 ER</u>: Provides hourly contribution shall of \$2.59 per hour (maximum 80 hours)</p>	<p><u>3 ERs</u>: Provide ER contributions to <u>Retirement</u></p> <p><u>3 ERs</u>: Contribute a % of gross pay or pensionable earnings. AVG: 10.17%</p>	<p><u>Retirement Benefits</u></p> <p>ER contributes 5.31% of gross pay.</p>
Uniforms	<p><u>2 ERs</u>: Provide uniforms for EEs</p> <p><u>2 ERs</u>: Provide a uniform allowance which includes a cleaning allowance: \$13.46/pay period; \$300 (avg)/year</p> <p><u>1 ER</u>: Does not require uniforms</p> <p><u>1 ER</u>: Provides a separate allowance for cleaning uniforms of \$45/month</p> <p><u>1 ER</u>: \$55 annually to defray the cost of the footwear.</p>	<p><u>1 ER</u>: Provides uniforms for EEs</p> <p><u>2 ERs</u>: Do not require uniforms</p> <p><u>1 ER</u>: Provides a cleaning allowance of \$35 per month</p> <p><u>1 ER</u>: Provides an annual reimbursement of \$55 to defray the cost of required footwear</p>	<p>Uniforms are provided by the ER</p> <p>ER provides a cleaning allowance of \$13 per month</p> <p><i>Reimbursement of up to \$75 for the purchase of safety shoes and up to \$125 for the purchase of shoes with either a steel or composite safety toe which meet ANSI standards.</i></p>
Meals discount	<p><u>1 ER</u>: Discounts meals at the rate of 100%</p> <p><u>1 ER</u>: Discounts meals at the rate of 50%</p>	<p><u>1 ER</u>: Discounts meals at the rate of 50%</p> <p><u>1 ER</u>: Provides a meal allowance of \$7.25 per 8 hour day on certain vessels</p>	<p>Meals are discounted at the rate of 50%</p> <p><i>Applies only to the first \$30 in retail price meal purchases per EE per day.</i></p>

Ferry/Terminal Premium Pay and Benefits Summary (IBU)

Exhibit VII (cont'd)

BENEFIT	IBU/Deckhand Comparator Group	IBU/Terminal Comparator Group	Washington State Ferry System (IBU)
Training/Education	<p><u>5 ERs</u>: Reimburse trade related training and education (4 ERs reimburse 100% of costs; 1 ER will reimburse up to \$923/year (program currently inactive due to economic conditions))</p> <p><u>1 ER</u>: Has a 1 year minimum term of employment before reimbursement program is available</p> <p><u>3 ERs</u>: Pay EEs their normal rate of pay for any required training</p>	<p><u>2 ERs</u>: Reimburse trade related training and education (1 ER reimburses 100% of costs; 1 ER will reimburse up to \$923/year (program currently inactive due to economic conditions))</p> <p><u>0 ERs</u>: Report a minimum term of employment before reimbursement program is available</p> <p><u>1 ER</u>: Pays EEs their normal rate of pay for any required training</p>	<p>Trade related training and education are reimbursed at a rate of 100%</p> <p>3 years seniority required for Mate's/Pilot's License</p> <p>ER pays wages in the amount of straight time for the time the EE attends such programs</p>
Medical Exams/Licensure	<p><u>3 ERs</u>: Reimburse or pay for medical examinations, drug tests and/or immunizations related to employment</p>	<p><u>3 ERs</u>: Reimburse or pay for medical examinations and/or drug tests related to employment</p>	<p>No EE cost for medical examinations related to employment (HealthForce)</p>
Travel: Compensation for employer directed travel	<p><u>6 ERs</u>: Compensate EEs for ER directed travel time and/or expenses as follows:</p> <p>Travel Time = <u>1 ER</u>: Regular hourly rate; <u>1 ER</u>: Double time; <u>1 ER</u>: Paid for a min 4 / max 12 hrs per 24-hr period</p> <p>Mileage = <u>AVG</u>: 57 cents/mile</p> <p>Meals & Lodging = <u>1 ER</u>: \$60 meals & \$85-95 lodging per day; <u>1 ER</u>: \$69 for meals & lodging; <u>1 ER</u>: Provides reimbursements but did not specify amounts</p> <p><u>3 ERs</u>: Compensate EEs for ER directed travel time and/or expenses if assigned to other than their regular home/relieving terminal as follows:</p> <p>Travel Time = <u>1 ER</u>: Regular hourly rate; <u>1 ER</u>: Double time; <u>1 ER</u>: Paid for a min 4 / max 12 hrs per 24-hr period</p> <p>Mileage = <u>AVG</u>: 57 cents/mile</p> <p>Meals & Lodging = <u>1 ER</u>: \$60 meals & \$85-95 lodging per day; <u>1 ER</u>: \$69 for meals & lodging; <u>1 ER</u>: Provides reimbursements but did not specify amounts</p>	<p><u>3 ERs</u>: Compensate EEs for ER directed travel time and/or expenses as follows:</p> <p>Travel Time = <u>2 ERs</u>: Regular hourly rate; <u>1 ER</u>: Double time</p> <p>Mileage = <u>AVG</u>: 58 cents/mile</p> <p>Meals & Lodging = <u>1 ER</u>: \$60 meals & actual amounts for lodging per day; <u>1 ER</u>: \$69 for meals & lodging</p> <p><u>3 ERs</u>: Compensate EEs for ER directed travel time and/or expenses if assigned to other than their regular home/relieving terminal as follows:</p> <p>Travel Time = <u>2 ERs</u>: Regular hourly rate; <u>1 ER</u>: Double time</p> <p>Mileage = <u>AVG</u>: 58 cents/mile</p> <p>Meals & Lodging = <u>1 ER</u>: \$60 meals & actual amounts for lodging per day; <u>1 ER</u>: \$69 for meals & lodging</p>	<p>ER-directed travel time and expenses compensated as follows:</p> <p>Travel Time = Straight Time</p> <p>Mileage = 55 cents/mile</p> <p>Meals & Lodging = \$109 (avg) per day</p> <p>EEs are reimbursed as follows for travel time and expenses if assigned to other than their regular home/relieving terminal:</p> <p>Travel Time = Straight Time</p> <p>Mileage = 55 cents/mile</p> <p>Meals & Lodging = \$109 (avg) per day</p>
Per Diem	<p><u>1 ER</u>: Pays per diem amounts to EEs when required to remain on duty or called back to duty as follows:</p> <p>Max lodging rate: \$85 or \$95 per day (dependent on the season)</p> <p>Max meal rate: \$60 per day</p>	<p><u>1 ER</u>: Pays per diem amounts to EEs when required to remain on duty or called back to duty as follows:</p> <p>Max lodging rate: Actual amounts per day</p> <p>Max meal rate: (No less than) \$60 per day</p>	
Passes (active employees)	<p><u>4 ERs</u>: Provide travel passes for active EEs</p> <p><u>2 ERs</u>: Also provide travel passes to active EEs' spouse and dependents</p>	<p><u>1 ER</u>: Provides travel passes for active EEs</p> <p>Above ER also provides travel passes to active EE's spouse and dependents</p> <p>No minimum term of employment</p>	<p>ER provides travel passes for active EEs</p> <p>ER provides travel passes to active EE's spouse and dependents</p> <p>The minimum term of employment which must be worked to earn a pass is 6 months</p> <p><i>After 2 years of continuous employment the spouse vehicle pass is added.</i></p>

Ferry/Terminal Premium Pay and Benefits Summary (IBU)

Exhibit VII (cont'd)

BENEFIT	IBU/Deckhand Comparator Group	IBU/Terminal Comparator Group	Washington State Ferry System (IBU)
Passes (retired employees)	<p><u>3 ERs</u>: Provide travel passes for retired EEs</p> <p><u>1 ER</u>: Also provides travel passes to retired EEs' spouse</p> <p><u>1 ER</u>: Also provides travel passes to retired EEs' spouse and dependents</p>	<p><u>1 ER</u>: Provides travel passes for retired EEs</p> <p>Above ER also provides travel passes to retired EE's spouse</p> <p>The minimum term of employment which must be worked to earn a pass is 10 years</p>	<p>ER provides travel passes for retired EEs</p> <p>ER provides travel passes to retired EEs spouse and dependents</p> <p><i>After 2 years of continuous employment the spouse vehicle pass is added. No passes of any kind shall be used for the purpose of commuting to or from employment other than employment with the Washington State Ferries.</i></p>
Other Premium:	<p><u>2 ERs</u>: Provide daily maintenance/maintenance and cure amounts:</p> <p><u>1 ER</u>: \$35 per day; <u>1 ER</u>: \$75 in addition to a daily wage supplement of \$50 per day.</p> <p><u>1 ER</u>: Provides standby/pager pay in the amount of one hour of straight time pay for each four hours of standby.</p> <p><u>1 ER</u>: Provides an annual lump sum payment equal to 84 times that EE's straight-time hourly rate seven years after establishing vacation eligibility.</p> <p><u>1 ER</u>: Offers premium pay of 27% for work on Northern runs (2 weeks on 2 weeks off); northern isolation allowance of \$5.77 per month for specific northern locations.</p>	<p><u>1 ER</u>: Provides maintenance and cure in the amount of \$35 per day.</p> <p><u>1 ER</u>: Provides standby/pager pay in the amount of one hour of straight time pay for each four hours of standby.</p> <p><u>1 ER</u>: Provides geographic differentials above/below regular pay in the amounts of -13% to 42% depending upon location of assignment.</p> <p><u>1 ER</u>: Offers premium pay of 27% for work on Northern Runs (2 weeks on 2 weeks off); northern isolation allowance of \$5.77 per month for specific northern locations.</p>	<p>Daily maintenance: \$35 dollars per day in addition to \$30 dollars per day wage supplement. Severance pay: Claims for severance payment to any EE who may lose employment because of the abandonment of routes due to the construction of bridges or tubes replacing the then existing ferry routes (excepting the Lofall - Southpoint and Salsbury Point - Shine routes), and of the application of seniority provisions under the present Labor Agreement, including consideration of residence of individual and locale of employment offered, shall be based upon the principle of one (1) month's pay for each year of service.</p>
Participants Included (contract/benchmark job[s] covered):	<p>Alaska Marine Highway System (IBU)</p> <p>Black Ball Transport, Inc. (IBU) - <i>Avg and Range data only</i></p> <p>British Columbia Ferry Services Inc. (All - Single Contract)</p> <p>Golden Gate Bridge Hwy & Trans District (IBU/Deckhands)</p> <p>King County, Washington (MM&P and IBU)</p> <p>McNeil Island Corrections Center (Able Seaman)</p>	<p>Alaska Marine Highway System (General Government Unit)</p> <p>British Columbia Ferry Services Inc. (All - Single Contract)</p> <p>Golden Gate Bridge Hwy & Trans District (Term Attendants & Ticket Takers)</p>	

Ferry/Terminal Premium Pay and Benefits Summary (Terminal Agent)

Exhibit VIII

BENEFIT	Terminal Agent Comparator Group	Washington State Ferry System (Terminal Agent)
Premium Pay: Overtime	<u>3 ERs</u> : 150% of base pay <u>1 ER</u> : 200% of base pay	200% of base pay
Paid Holidays per Year - Including Personal Holidays	<u>1 ER</u> : 11 days/year <u>2 ERs</u> : 12 days/year <u>1 ER</u> : 13 days/year	12 days/year
Work Assignments on Paid Holidays	<u>3 ERs</u> : 150% of base pay <u>1 ER</u> : 200% of base pay	200% of base pay
Overtime Paid on Holidays	<u>2 ERs</u> : 150% of base pay <u>1 ER</u> : 200% of base pay <u>ALL</u> : Paid in hourly increments	300% of base pay Paid in hourly increments
Minimum call out pay	<u>1 ER</u> : 4 hours @ 100% of base pay <u>1 ER</u> : 4 hours @ 150% of base pay <u>1 ER</u> : 3 hours @ 200% of base pay	8 hours @ 200% of base pay
Early call out pay	<u>1 ER</u> : 3 hours @ 200% of base pay	1 hours @ 200% of base pay
Other premium or shift differential	<u>2 ERs</u> : Reported additional premium pay or shift differentials including one or more of the following: <u>2 ERs</u> : Provide premium pay for swing/second shift (<u>1 ER</u> : 3.75% over base pay; <u>1 ER</u> : \$0.74 additional per hour) and graveyard/third shift (<u>1 ER</u> : 7.5% over base pay; <u>1 ER</u> : additional 10% of basic hourly pay). <u>1 ER</u> : Provides pay for standby at the rate of .75 of 1 hour's pay (overtime eligible EEs). <u>1 ER</u> : Offers the following: Isolation allowance: \$5.77 per point per month; 14-on 14-off schedule differential: 27% in additional per hour; 4-on 4-off differential: 25% additional per hour.	No additional premiums or shift differentials reported

Ferry/Terminal Premium Pay and Benefits Summary (Terminal Agent)

Exhibit VIII (cont'd)

BENEFIT	Terminal Agent Comparator Group	Washington State Ferry System (Terminal Agent)
Penalty Pay: Dirty/Obnoxious _____% Base pay Entire Shift/Actual Hours	<u>1 ER:</u> Offers penalty pay for working with dirty/obnoxious materials \$7.38 additional per hour for actual hours with dirty materials	200% of base pay Paid for actual hours with dirty materials
Penalty Pay: Hazardous Materials/Situations _____% Base pay Entire Shift/Actual Hours	<u>3 ERs:</u> Offer penalty pay for working with hazardous materials/situations <u>1 ER:</u> \$2.07 additional per (paid for actual hours working with hazardous materials) <u>1 ER:</u> 107.5% of base pay (paid in 4 hour increments)	200% of base pay (paid for actual hours working with hazardous materials)

Ferry/Terminal Premium Pay and Benefits Summary (Terminal Agent)

Exhibit VIII (cont'd)

BENEFIT	Terminal Agent Comparator Group	Washington State Ferry System (Terminal Agent)																		
PTO	<p><u>1 ER</u>: Offers a PTO plan</p> <table border="1"> <thead> <tr> <th>Years</th> <th>Days</th> </tr> </thead> <tbody> <tr> <td>0</td> <td>22.5</td> </tr> <tr> <td>2</td> <td>25.3</td> </tr> <tr> <td>5</td> <td>28.1</td> </tr> <tr> <td>10</td> <td>33.8</td> </tr> </tbody> </table> <p>Max Annual Accrual = 270 hours</p>	Years	Days	0	22.5	2	25.3	5	28.1	10	33.8	Does not offer a PTO plan								
Years	Days																			
0	22.5																			
2	25.3																			
5	28.1																			
10	33.8																			
Vacation	<p><u>3 ERs</u>: Offer paid vacation</p> <table border="1"> <thead> <tr> <th>Years</th> <th>Range (days)</th> <th>Average</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>10 - 15</td> <td>12</td> </tr> <tr> <td>5</td> <td>15 - 18</td> <td>16</td> </tr> <tr> <td>10</td> <td>15 - 24</td> <td>20</td> </tr> <tr> <td>15</td> <td>20 - 28</td> <td>24</td> </tr> <tr> <td>20</td> <td>20 - 31</td> <td>25</td> </tr> </tbody> </table> <p>Average Max Annual Accrual = 267 hours</p>	Years	Range (days)	Average	1	10 - 15	12	5	15 - 18	16	10	15 - 24	20	15	20 - 28	24	20	20 - 31	25	<p><u>Vacation Accrual</u></p> <p>6 days after 0.5 yrs 12 days after 1 yr 13 days after 2 yrs 15 days after 3 yrs 17 days after 4 yrs 20 days after 5 yrs 21 days after 15 yrs 24 days after 21 yrs</p> <p>Max Annual Accrual = 192 hours</p>
Years	Range (days)	Average																		
1	10 - 15	12																		
5	15 - 18	16																		
10	15 - 24	20																		
15	20 - 28	24																		
20	20 - 31	25																		
Additional paid time off practices	<u>1 ER</u> : Reported additional PTO practices: Military Leave - 16.5 days per year	Additional PTO offered for jury duty (paid the difference between the fee for such service and the amount of straight-time earnings lost due to such service)																		
Sick Leave	<p>Average Max Sick Leave: 80 hours per year (<u>3 ERs</u>)</p> <p><u>0 ERs</u>: Report sick leave cash-outs of any kind</p>	<p>Max Sick Leave = 96 hours per year</p> <p>This organization offers a sick-leave buy-out option</p> <p><i>Sick leave buy-out upon death or retirement shall be allowed in accordance with applicable statutes. Year round supervisors who work as scheduled in the calendar quarter will have the option of receiving a cash pay out of sick leave that was accrued during that quarter.</i></p>																		

Ferry/Terminal Premium Pay and Benefits Summary (Terminal Agent)

Exhibit VIII (cont'd)

BENEFIT	Terminal Agent Comparator Group	Washington State Ferry System (Terminal Agent)
Health & Welfare: Employer/Employee Contribution/Month	<p align="center"><u>4 ERs: Reported Medical Contributions *</u></p> <p><u>ER (for EE only):</u> AVG: \$800/month BC: \$20/month</p> <p><u>EE (for EE only):</u> 4 ERs: \$0</p> <p><u>ER (for EE plus spouse & 2 children):</u> AVG: \$1,064/month BC: \$78/month</p> <p><u>EE (for EE plus spouse & 2 children):</u> 4 ERs: \$0</p> <p>* Averages exclude BC Ferry (BC = BC Ferry)</p>	<p align="center"><u>Medical Contributions</u></p> <p><u>ER (for EE only):</u> \$395.16/month</p> <p><u>EE (for EE only):</u> \$26/month</p> <p><u>ER (for EE plus spouse & 2 children):</u> \$1076.19/month</p> <p><u>EE (for EE plus spouse & 2 children):</u> \$82/month</p>
	<p align="center"><u>4 ERs: Reported Dental Contributions *</u></p> <p><u>ER (for EE only):</u> AVG: \$76/month (1 ER: \$0, 2 ERs: >\$0) BC: \$45/month</p> <p><u>EE (for EE only):</u> AVG: \$16 (2 ERs: \$0/month/ 1 ER: \$47/month) BC: \$0</p> <p><u>ER (for EE plus spouse & 2 children):</u> AVG: \$130/month (1 ER: \$0, 2 ERs: >\$0) BC: \$148/month</p> <p><u>EE (for EE plus spouse & 2 children):</u> AVG: (2 ERs: \$0/month / 1 ER: unavailable) BC: \$0</p> <p>* Averages exclude BC Ferry (BC = BC Ferry) 2 ERs: Include dental contributions within medical contribution rates</p>	<p align="center"><u>Dental Contributions</u></p> <p><u>ER (for EE only):</u> \$41.69/month</p> <p><u>ER (for EE plus spouse & 2 children):</u> \$125.07/month</p> <p align="right">EE contribution included in medical</p>
	<p align="center"><u>2 ERs: reported Vision Contributions</u></p> <p><u>ER (for EE only):</u> 1 ER: \$9/month 1 ER \$0/month</p> <p><u>EE (for EE only):</u> 1 ER: \$0/month 1 ER: \$23/month</p> <p><u>ER (for EE plus spouse & 2 children):</u> 1 ER: \$23/month 1 ER \$0/month</p> <p><u>EE (for EE plus spouse & 2 children):</u> 1 ER: \$0/month 1 ER: Unavailable</p> <p>1 ER: (BC Ferry) Includes vision contributions within medical contribution rates</p>	<p align="center"><u>Vision Contributions</u></p> <p align="center">Included in medical</p>

Ferry/Terminal Premium Pay and Benefits Summary (Terminal Agent)

Exhibit VIII (cont'd)

BENEFIT	Terminal Agent Comparator Group	Washington State Ferry System (Terminal Agent)
Health & Welfare: (cont'd) Employer Contributions	<p><u>0 ERs:</u> Reported ER contributions to <u>Long Term Disability Insurance</u></p>	<p><u>Long Term Disability Insurance</u></p> <p>ER contributes \$2 per month.</p>
	<p><u>2 ERs:</u> Reported ER contributions to <u>Life Insurance</u></p> <p><u>1 ER:</u> Contributes .17 per \$1000 of coverage</p> <p><u>1 ER:</u> Contributes \$1.73 per month.</p>	<p><u>Life Insurance</u></p> <p>ER contributes \$5.07 per month.</p>
	<p><u>4 ERs:</u> Provide ER contributions to <u>Retirement</u></p> <p><u>4 ERs:</u> Contribute a % of gross pay or pensionable earnings. AVG: 8.96%</p>	<p><u>Retirement Benefits</u></p> <p>ER contributes 5.31% of gross pay.</p>
Uniforms	<p><u>1 ER:</u> Provides a uniform allowance of \$300 per year</p> <p><u>3 ERs:</u> Do not require uniforms</p> <p><u>1 ER:</u> Provides an annual reimbursement of \$55 to defray the cost of required footwear</p>	<p>Uniforms are provided by the ER</p> <p>Uniforms are not cleaned by the ER</p> <p><i>WSF shall continue to furnish Supervisors the windbreaker (1 every 3 years), and the winter navy jacket (1 every 5 years).</i></p>
Meals discount	<p><u>1 ER:</u> Discounts meals at the rate of 50%</p>	<p>Meals are discounted at the rate of 50%</p> <p><i>Meals purchased on board the ferries, while on duty or while going to and from duty. Provision shall apply only to the first ten dollars (\$10) in retail price meal purchases per EE per day.</i></p>

Ferry/Terminal Premium Pay and Benefits Summary (Terminal Agent)

Exhibit VIII (cont'd)

BENEFIT	Terminal Agent Comparator Group	Washington State Ferry System (Terminal Agent)
Training/Education	<p><u>4 ERs</u>: Reimburse trade related training and education (<u>3 ERs</u> reimburse 100% of costs; <u>1 ER</u> will reimburse up to \$923/year (program currently inactive due to economic conditions))</p> <p><u>0 ERs</u>: Report a minimum term of employment before reimbursement program is available</p> <p><u>3 ERs</u>: Pay EEs their normal rate of pay for any required training</p>	<p>Trade related training and education are reimbursed at a rate of 100%</p> <p>ER pays wages in the amount of straight time for the time the EE attends such programs</p> <p><i>The overtime provision shall apply to training classes exceeding the scheduled shift hours. EEs required to attend training classes on their day(s) off shall be paid the OT rate of pay.</i></p>
Medical Exams/Licensure	<p><u>2 ERs</u>: Reimburse or pay for medical examinations and/or drug tests related to employment</p>	<p>FASPAA members do not have licenses</p>
Travel: Compensation for employer directed travel	<p><u>4 ERs</u>: Compensate EEs for ER directed travel time and/or expenses as follows: Travel Time = <u>2 ERs</u>: Regular hourly rate; <u>1 ER</u>: Double time Mileage = <u>AVG</u>: 56 cents/mile Meals & Lodging = <u>1 ER</u>: \$60 meals & actual amounts for lodging per day; <u>1 ER</u>: \$69 for meals & lodging; <u>1 ER</u>: \$70 for meals per day</p> <p><u>2 ERs</u>: Compensate EEs for ER directed travel time and/or expenses if assigned to other than their regular home/relieving terminal as follows: Travel Time = <u>1 ERs</u>: Regular hourly rate; <u>1 ER</u>: Double time Mileage = <u>AVG</u>: 60 cents/mile Meals & Lodging = <u>1 ER</u>: \$60 meals & actual amounts for lodging per day; <u>1 ER</u>: \$69 for meals & lodging</p>	<p>ER-directed travel time and expenses compensated as follows:</p> <p>Travel Time = Straight Time Mileage = 55 cents/mile</p> <p>Meals & Lodging = \$109 (avg) per day</p> <p>EEs are reimbursed as follows for travel time and expenses if assigned to other than their regular home/relieving terminal:</p> <p>Travel Time = Straight Time Mileage = 55 cents/mile</p> <p>Meals & Lodging = \$109 (avg) per day</p>

Ferry/Terminal Premium Pay and Benefits Summary (Terminal Agent)

Exhibit VIII (cont'd)

BENEFIT	Terminal Agent Comparator Group	Washington State Ferry System (Terminal Agent)
Per Diem	<p><u>1 ER</u>: Pays per diem amounts to EEs when required to remain on duty or called back to duty as follows:</p> <p>Max lodging rate: Actual amounts per day</p> <p>Max meal rate: (No less than) \$60 per day</p>	
Passes (active employees)	<p><u>1 ER</u>: Provides travel passes for active EEs as well as EE's spouse and dependents</p> <p>No minimum term of employment</p>	<p>ER provides travel passes for active EEs as well as EE's spouse and dependents</p> <p>The minimum term of employment which must be worked to earn a pass is 6 months.</p> <p><i>Any EE continuously employed for at least two (2) years an additional vehicle pass authorizing free vehicle passage for the EE's spouse on all vessels of the ER.</i></p>
Passes (retired employees)	<p><u>1 ER</u>: Provides travel passes for retired EEs as well as EE's spouse and dependents</p> <p>The minimum term of employment which must be worked to earn a pass is 10 years</p>	<p>ER provides travel passes for retired EEs as well as EE's spouse and dependents</p> <p><i>No passes of any kind shall be used for the purpose of commuting to or from employment other than employment with the Washington State Ferries.</i></p>
Other Premium	<p><u>1 ER</u>: Provides standby/pager pay in the amount of 1 hour of straight time pay for each 4 hours of standby.</p> <p><u>1 ER</u>: Provides geographic differentials above/below regular pay in the amounts of -13% to 42% depending upon location of assignment.</p> <p><u>1 ER</u>: Northern isolation allowance of \$5.77 per month for specific northern locations.</p>	<p>One time payment of \$1000 for drug/alcohol certified samplers.</p> <p>Severance Pay: for any EE who may lose employment because of the abandonment of routes due to the construction of bridges or tubes replacing the then existing ferry routes (excepting the Lofall - Southpoint and Salsbury Point - Shine routes), and of the application of seniority provisions under the present Labor Agreement, including consideration of residence of individual and locale of employment offered, shall be based upon the principle of one (1) month's pay for each year of service.</p>
Participants Included (contract/benchmark job[s] covered)	<p>Alaska Marine Highway System (Terminal Agent)</p> <p>British Columbia Ferry Services Inc. (All - Single Contract)</p> <p>Golden Gate Bridge Hwy & Trans District (Terminal Agent)</p> <p>Pierce County (Terminal Agent)</p>	

***2010 SHIPYARDS
SALARY DATA AND PRESENTATION***

Shipyards - Salary Market Data Presentation and Comparison

Exhibit IX

Benchmark Number	Benchmark Title		# of Orgs	# of EEs	Simple Average Salary Range Minimum	Simple Average Salary Range Maximum	Weighted "Average (Actual) Base Pay Rate"	Weighted Hourly Benefit*	Survey Weighted - Actual Base Pay & Benefits	Foreman Base Pay	Leadman Base Pay	Apprentice Base Pay	Helper Base Pay
101	Shipwright/Carpenter	All Participants	3	101	\$27.00	\$28.73	\$28.31	\$5.43	\$33.74	\$33.40	\$28.45	\$18.78	\$21.59
101	Shipwright/Carpenter	WSFS	1	25	\$26.14	\$26.14	\$26.14	\$7.15	\$33.29	\$27.97	\$27.45	\$20.26	\$16.99
101	Shipwright/Carpenter	% Difference			-3.3%	-9.9%	-8.3%	24.1%	-1.4%	-19.4%	-3.6%	7.3%	-27.1%
102	Shipyards Machinist	All Participants	4	157	\$28.39	\$29.66	\$28.03	\$5.40	\$33.43	\$32.47	\$28.85	\$24.08	\$22.35
102	Shipyards Machinist	WSFS	1	19	\$26.14	\$26.14	\$26.14	\$7.15	\$33.29	\$27.97	\$27.45	\$20.26	\$16.99
102	Shipyards Machinist	% Difference			-8.6%	-13.5%	-7.2%	24.5%	-0.4%	-16.1%	-5.1%	-18.9%	-31.6%
103	Shipyards Electrician	All Participants	4	317	\$30.31	\$31.63	\$30.38	\$5.31	\$35.69	\$35.78	\$29.09	\$23.49	\$19.97
103	Shipyards Electrician	WSFS	1	16	\$26.14	\$26.14	\$26.14	\$7.15	\$33.29	\$27.97	\$27.45	\$20.26	\$16.99
103	Shipyards Electrician	% Difference			-15.9%	-21.0%	-16.2%	25.7%	-7.2%	-27.9%	-6.0%	-16.0%	-17.5%
104	Shipyards Boilermaker/Welder	All Participants	3	212	\$26.53	\$28.14	\$27.64	\$5.10	\$32.74	\$32.44	\$28.96	\$21.33	\$22.42
104	Shipyards Boilermaker/Welder	WSFS	1	9	\$26.14	\$26.14	\$26.14	\$7.15	\$33.29	\$27.97	\$27.45	\$20.26	\$16.99
104	Shipyards Boilermaker/Welder	% Difference			-1.5%	-7.7%	-5.7%	28.7%	1.7%	-16.0%	-5.5%	-5.3%	-31.9%
105	Shipyards Pipefitter	All Participants	4	218	\$24.74	\$34.24	\$27.99	\$5.05	\$33.04	\$36.44	\$34.77	\$22.97	\$20.31
105	Shipyards Pipefitter	WSFS	1	16	\$26.14	\$26.14	\$26.14	\$7.15	\$33.29	\$27.97	\$27.45	\$20.26	\$16.99
105	Shipyards Pipefitter	% Difference			5.4%	-31.0%	-7.1%	29.4%	0.7%	-30.3%	-26.7%	-13.4%	-19.5%
106	Shipyards Sheet Metal Worker	All Participants	4	93	\$29.47	\$30.68	\$27.78	\$5.04	\$32.82	\$32.48	\$29.00	\$20.69	\$22.29
106	Shipyards Sheet Metal Worker	WSFS	1	11	\$26.14	\$26.14	\$26.14	\$7.15	\$33.29	\$27.97	\$27.45	\$20.26	\$16.99
106	Shipyards Sheet Metal Worker	% Difference			-12.7%	-17.4%	-6.3%	29.5%	1.4%	-16.1%	-5.7%	-2.1%	-31.2%
107	Shipyards Truck Driver 1	All Participants	4	3	\$24.17	\$25.27	\$22.93	\$6.61	\$29.54	\$30.48	\$25.77	\$18.78	\$21.59
107	Shipyards Truck Driver	WSFS	1	1	\$26.14	\$26.14	\$26.14	\$7.15	\$33.29	\$27.97	\$27.45	\$20.26	\$16.99
107	Shipyards Truck Driver	% Difference			7.5%	3.3%	12.3%	7.5%	11.3%	-9.0%	6.1%	7.3%	-27.1%
108	Shipyards Warehouse Worker	All Participants	3	6	\$22.95	\$25.09	\$24.48	\$6.18	\$30.65	\$29.50	\$25.71	\$18.78	\$21.59
108	Shipyards Warehouse Worker	WSFS	1	5	\$26.14	\$26.14	\$26.14	\$7.15	\$33.29	\$27.97	\$27.45	\$20.26	\$16.99
108	Shipyards Warehouse Worker	% Difference			12.2%	4.0%	6.4%	13.6%	7.9%	-5.5%	6.3%	7.3%	-27.1%

Total % Above or Below Market:

-4.0% 22.9% 1.8% -17.5% -5.0% -4.2% -26.6%

* Hourly benefit includes values from two participants who submitted single figures for health benefits which include each company's contribution to pension/retirement (inseparable).

¹ Three of the four organizations list the position of Truck Driver as currently vacant, survey weighted averages reflect a single organization.

***2010 SHIPYARDS
PREMIUM PAY AND BENEFITS SUMMARY***

Shipyards - Premium Pay and Benefit Exhibit Notes

- Where PTO or vacation was reported by a participant or the participant's CBA in hours, data was converted to 8 hour days for the purpose of even comparisons.
- Medical, Dental and Vision contribution rates are calculated into hourly amounts according to the methodology detailed in Section 3 – Survey methodology with regard to monthly and hourly conversions to ensure even comparisons.
- All benefit and premium pay information is reported as it applies to full-time employees.
- Simple averages used in all average calculations.
- Foss Maritime Co. is a private organization that wishes their premium pay and benefit data to remain confidential, thus no benefit information from Foss Maritime Co is shown outside of range or average summary data.
- Port of Seattle provided different premium pay and benefit information for each benchmark match because they belong to separate unions. Summary data includes the average or most typical responses provided for the positions.

Shipyards - Premium Pay and Benefits Summary

Exhibit X

BENEFIT	Canada*	Puget Sound	Washington State Ferry System Metal Trades
Premium Pay: Overtime	200% of base pay	<u>2 ERs</u> : 150% of base pay	200% of base pay
Premium Pay: Work Assignments on Saturday	200% of base pay	<u>2 ERs</u> : 150% of base pay	200% of base pay
Premium Pay: Work Assignments on Sunday	200% of base pay	<u>2 ERs</u> : 150% of base pay	200% of base pay
Paid Holidays per Year - Including Personal Holidays	12 paid holidays	<u>2 ERs</u> : 12 paid holidays	13 paid holidays
Work Assignments on Paid Holidays	200% of base pay	<u>Range</u> : 100% - 200% of base pay	200% of base pay
Overtime Paid on Holidays	200% of base pay Paid in hourly increments	<u>Range</u> : 150% - 200% of base pay Paid in hourly increments	300% of base pay Paid in hourly increments
Minimum call out pay	4 hours @ 200% of base pay	<u>1 ER</u> : 4 hours @ 100% of base pay <u>1 ER</u> : 2 hours @ 200% of base pay or 4 hours @ 200% of base pay	4 hours @ 200% of base pay
Early call out pay	4 hours @ 200% of base pay	<u>1 ER</u> : 4 hours @ 100% of base pay	4 hours @ 100% of base pay
Additional Pay for Swing Shift and Graveyard Shift	<u>Swing Shift</u> : \$2.50 (\$2.30 US) per hour <u>Graveyard Shift</u> : \$3.80 (\$3.51 US) per hour	<u>Swing Shift</u> : <u>1 ER</u> : 107.5% of base pay <u>1 ER</u> : 110% of base pay <u>Graveyard Shift</u> : <u>1 ER</u> : 110% of base pay <u>1 ER</u> : 115% of base pay	<u>Swing Shift</u> : 110% of base pay <u>Graveyard Shift</u> : 115% of base pay
Penalty Pay: Dirty/Obnoxious _____% Base pay Entire Shift/Actual Hours	112% of base pay Paid for actual hours with dirty materials	<u>1 ER</u> : 104% of base pay Paid for actual hours with dirty materials	200% of base pay Paid for actual hours with dirty materials
Penalty Pay: Hazardous Materials/Situations _____% Base pay Entire Shift/Actual Hours	125% of base pay Paid for actual hours with hazardous materials <i>112% of base pay per hour for "High Work" (working at heights without proper guardrails, etc).</i>	<u>1 ER</u> : 104% of base pay Paid for actual hours with hazardous materials	120% of base pay Paid for actual hours with hazardous materials

Shipyards - Premium Pay and Benefits Summary

Exhibit X (cont'd)

BENEFIT	Canada*	Puget Sound	Washington State Ferry System Metal Trades												
PTO	<p>Offers the following PTO Plan: 15 days after 2 yrs 20 days after 8 yrs 25 days after 15 yrs</p> <p>Max Annual Accrual = 271.25 hours</p> <p><i>Employees with over 25 years of service receive an additional .04% of gross earnings for each year of service with the Company over 25 years with a max entitlement of 5 extra days.</i></p>	<p><u>1 ER:</u> Offers a PTO plan for certain classifications 15 days after 0.08 yrs 20 days after 4 yrs 25 days after 11 yrs</p> <p>Max Annual Accrual = 200 hours</p> <p><i>EEs in the represented company are eligible for PTO or Vacation and Sick leave but not both.</i></p>	<p>Does not offer a PTO plan</p>												
Vacation	See PTO	<p><u>3 ERs:</u> Offer a vacation plan</p> <table border="1"> <thead> <tr> <th>Years</th> <th>Range</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>0 - 10</td> </tr> <tr> <td>5</td> <td>10 - 20</td> </tr> <tr> <td>10</td> <td>16 - 20</td> </tr> <tr> <td>15</td> <td>18 - 26</td> </tr> <tr> <td>20</td> <td>20 - 26</td> </tr> </tbody> </table> <p>Average Max Annual Accrual: 182 hours</p>	Years	Range	1	0 - 10	5	10 - 20	10	16 - 20	15	18 - 26	20	20 - 26	<p><u>Vacation Accrual</u></p> <p>6 - 12 days after 1040 - 2080 hrs 24 days after 22 yrs 13 days after 2 yrs 15 days after 3 yrs 17 days after 4 yrs 20 days after 5 yrs 21 days after 7 yrs 22 days after 10 yrs 23 days after 16 yrs</p> <p>Max Annual Accrual = 192 hours</p>
Years	Range														
1	0 - 10														
5	10 - 20														
10	16 - 20														
15	18 - 26														
20	20 - 26														
Sick Leave	See PTO	<p>Average Max Sick Leave: 88 hours per year</p> <p><u>1 ER:</u> Offers sick-leave buy-out option</p> <p>For one union, upon termination, retirement or death, may cash out (within 160 hour limit) at 50% of the current rate of pay.</p>	<p>Max Sick Leave = 96 hours per year</p> <p>Sick leave buy-out: CBA states "If, at any time during the term of this Agreement, the Legislature of this State should pass any legislation which would allow any group of State employees to cash out or otherwise receive compensation for accumulated sick leave upon retirement, said legislative provisions shall immediately become a part of this Agreement and shall be fully applicable to all employees covered by this Agreement."</p>												
Other paid time off practices	No additional paid time off	<u>2 ERs:</u> Offer additional paid time off (details not specified or suppressed for confidentiality).	An employee called for jury duty shall be paid the amount of the straight time earnings lost due to such service.												

Shipyards - Premium Pay and Benefits Summary

Exhibit X (cont'd)

BENEFIT	Canada*	Puget Sound	Washington State Ferry System Metal Trades								
Health & Welfare: Employer/Employee Contribution/Month	<p align="center"><u>Medical Contributions</u></p> <p>ER: \$5.81/hr (\$5.36 US) EE: \$1.33 avg/hr (\$1.23 US)</p> <p><i>The Company contributes the above amounts to the Union's Health, Welfare and Pension plan. The union then divides money between health/welfare benefits and pension as desired. Employee contribution varies by union: Machinist = \$0.24 (\$0.22 US)/hr; Pipefitters = \$0.87 (\$0.80 US)/hr; Electricians = \$0.60 (\$0.55 US)/hr; Welders, Ship Fitters, Truck Drivers and Storesman = \$1.82 (\$1.68 US)/hr. None of the rates vary by employee only vs. family. Average amounts reflect conversion as outlined in methodology.</i></p>	<p align="center"><u>Medical Contributions</u></p> <table border="0"> <tr> <td><u>ER (for EE only):</u> AVG: \$5.20/hour</td> <td><u>EE (for EE only):</u> AVG: \$0.37/hour (includes ERs reporting \$0)</td> </tr> <tr> <td><u>ER (for EE plus spouse & 2 children):</u> AVG: \$6.10/hour</td> <td><u>EE (for EE plus spouse & 2 children):</u> AVG: \$0.74/hour (includes ERs reporting \$0)</td> </tr> </table>	<u>ER (for EE only):</u> AVG: \$5.20/hour	<u>EE (for EE only):</u> AVG: \$0.37/hour (includes ERs reporting \$0)	<u>ER (for EE plus spouse & 2 children):</u> AVG: \$6.10/hour	<u>EE (for EE plus spouse & 2 children):</u> AVG: \$0.74/hour (includes ERs reporting \$0)	<p align="center"><u>Medical Contributions</u></p> <table border="0"> <tr> <td><u>ER (for EE only):</u> \$395.16/month</td> <td><u>EE (for EE only):</u> \$26/month</td> </tr> <tr> <td><u>ER (for EE plus spouse & 2 children):</u> \$1076.19/month</td> <td><u>EE (for EE plus spouse & 2 children):</u> \$82/month</td> </tr> </table>	<u>ER (for EE only):</u> \$395.16/month	<u>EE (for EE only):</u> \$26/month	<u>ER (for EE plus spouse & 2 children):</u> \$1076.19/month	<u>EE (for EE plus spouse & 2 children):</u> \$82/month
	<u>ER (for EE only):</u> AVG: \$5.20/hour	<u>EE (for EE only):</u> AVG: \$0.37/hour (includes ERs reporting \$0)									
	<u>ER (for EE plus spouse & 2 children):</u> AVG: \$6.10/hour	<u>EE (for EE plus spouse & 2 children):</u> AVG: \$0.74/hour (includes ERs reporting \$0)									
<u>ER (for EE only):</u> \$395.16/month	<u>EE (for EE only):</u> \$26/month										
<u>ER (for EE plus spouse & 2 children):</u> \$1076.19/month	<u>EE (for EE plus spouse & 2 children):</u> \$82/month										
<p align="center"><u>Dental Contributions</u></p> <p align="center">Included in medical</p>	<p align="center"><u>Dental Contributions</u></p> <p align="center">All: Included in medical</p>	<p align="center"><u>Dental Contributions</u></p> <table border="0"> <tr> <td><u>ER (for EE only):</u> \$41.69/month</td> <td rowspan="2" style="vertical-align: middle;">EE contribution included in medical</td> </tr> <tr> <td><u>ER (for EE plus spouse & 2 children):</u> \$125.07/month</td> </tr> </table>	<u>ER (for EE only):</u> \$41.69/month	EE contribution included in medical	<u>ER (for EE plus spouse & 2 children):</u> \$125.07/month						
<u>ER (for EE only):</u> \$41.69/month	EE contribution included in medical										
<u>ER (for EE plus spouse & 2 children):</u> \$125.07/month											
<p align="center"><u>Vision Contributions</u></p> <p align="center">Included in medical</p>	<p align="center"><u>Vision Contributions</u></p> <p align="center">All: Included in medical</p>	<p align="center"><u>Vision Contributions</u></p> <p align="center">Included in medical</p>									

Shipyards - Premium Pay and Benefits Summary

Exhibit X (cont'd)

BENEFIT	Canada*	Puget Sound	Washington State Ferry System Metal Trades
Health & Welfare: (cont'd) Employer Contributions	<u>Long Term Disability Insurance</u> Included in medical	<u>Long Term Disability Insurance</u> 0 ERs: Reported ER contributions to Long Term Disability Insurance	<u>Long Term Disability Insurance</u> ER contributes \$2 per month
	<u>Life Insurance</u> Included in medical	<u>Life Insurance</u> 1 ER: Included in medical contributions 1 ER: Reported 21% avg contribution to life insurance coverage	<u>Life Insurance</u> ER contributes \$5.07 per month
	<u>Retirement Benefits</u> Included in medical	<u>Retirement Benefits</u> 1 ER: contributes \$7.44 avg/hour (separate rate per classification) 1 ER: contributes 7.4% of gross pay	<u>Retirement Benefits</u> ER contributes 5.31% of gross pay
Work Clothes	Work and/or safety apparel is provided by ER ER provides a cleaning/clothing allowance depending upon the level of EE \$0.24 (\$0.22 US) cents/hour for a tool and clothing allowance for Apprentices, Journeypersons, and above. Reduced to \$0.13 (\$0.12 US) cents/hour if clothes are provided. Company will clean clothing if provided by company. All EEs receiving less than Journeyperson's rate shall receive \$0.11 (\$0.10 US) cents/hour.	1 ER: Work and/or safety apparel is provided by the ER as required by the job Also provides \$80-\$100 per contract year for the price of approved footwear to certain classifications	ER provides work and/or safety apparel as required by the job
Meals discount	No meal discounts	0 ERs: Reported meal discounts	Meals are discounted at the rate of 50% Purchased and eaten on board the vessels of the ER while on duty or going to and from duty

Shipyards - Premium Pay and Benefits Summary

Exhibit X (cont'd)

BENEFIT	Canada*	Puget Sound	Washington State Ferry System Metal Trades
Parking	EEs have no applicable regular parking expenses	<u>0 ERs</u> : Reported parking expenses	EEs have no applicable regular parking expenses
Training/Education	Trade related training and education are reimbursed at a rate of 100% The employer will provide financial assistance for welders testing and certification. ER will make up the difference in remuneration between the Government allowance and their regular pay for any apprentice attending an approved apprenticeship course.	<u>2 ERs</u> : Reimburse trade related training and education expenses (<u>1 ER</u> : 100%; <u>1 ER</u> : 50%-75%) <u>1 ER</u> : Reported a 1 year minimum term of employment before reimbursement program is available <u>1 ER</u> : Pays wages in the amount of straight time for the time the employee attends such programs during work hours	Trade related training and education are reimbursed at a rate of 100% The employer pays wages in the amount of straight time for the time the employee attends such programs EEs required to take a welding test shall be paid for the time consumed in the test if they pass it successfully
Travel: Compensation for employer directed travel	Employer-directed travel time and expenses compensated as follows: Travel Time = straight time Mileage = 77 (71 US) cents/mile Employees are reimbursed as follows for travel time and expenses if assigned to other than their regular duty station: Travel Time = straight time Mileage = 77 (71 US) cents/mile Meals & Lodging = 16% of basic wage per day Miles converted from kilometers	ER directed travel time and/or expenses are reimbursed/compensated as follows: Travel Time = Regular pay, overtime as applicable Mileage = AVG: 45 cents/mile Meals & Lodging = 100% of amounts ER directed travel time and/or expenses if assigned to other than their regular home/relieving terminal are reimbursed/compensated as follows: Travel Time = Regular pay, overtime as applicable Mileage = AVG: 45 cents/mile Meals & Lodging = 100% of amounts	Employer-directed travel time and expenses compensated as follows: Travel Time = Regular straight-time Mileage = 55 cents/mile Meals & Lodging = State per diem allowances per day <i>Employees required to travel outside their regular shift hours and on Saturday, Sunday, or holidays shall receive the established overtime rate.</i>
Per Diem	No per diem information reported	<u>0 ERs</u> : Reported per diem amounts	When staff are required to remain on duty or called back to duty, per diem amounts are paid as follows: Max lodging rate: \$159 per day Max meal rate: \$71 per day <i>Rates are for reimbursement in King County, max rate in Puget Sound Region per OFM.</i>

Shipyards - Premium Pay and Benefits Summary

Exhibit X (cont'd)

BENEFIT	Canada*	Puget Sound	Washington State Ferry System Metal Trades
Passes (active employees)	No pass information reported	0 ERs. Provide travel passes for active EEs	ER provides travel passes for active EEs as well as EE's spouse and dependents <i>No passes of any kind shall be used for the purpose of commuting to or from employment other than employment with the WSFS.</i>
Passes (retired employees)		0 ERs. Provide travel passes for retired EEs	ER provides travel passes for retired EEs as well as EE's spouse and dependents <i>No passes of any kind shall be used for the purpose of commuting to or from employment other than employment with the WSFS.</i>
Other Premium or Benefit Paid	No additional premiums or benefits reported	0 ERs. Report additional premiums or benefits	Shipyards Competent persons shall receive \$0.65 per hour premium while performing such duties. Teamster drivers with hazardous material endorsements on their CDL shall receive a \$0.20 cents per hour premium when hauling placarded hazardous loads. Qualified drivers classified as Machinists with the appropriate CDL, shall receive a 2% premium when driving the boom truck and/or the knuckle boom truck while performing over-the-road work assignments. If the ER fails to furnish tools required by the ER, then the ER shall pay any EE assigned to use such tools \$0.25 per hour worked until tools are furnished. Tool allowance for using own tools.
Participants Included	* Canada data represents information from Vancouver Shipyards Co. Ltd. only.	Foss Maritime Co. - <i>reported within average and range data only</i> Port of Seattle Puget Sound Naval Shipyard	

***2010 ADMINISTRATIVE – OFFICE & TERMINAL
SALARY DATA PRESENTATION***

Administrative Survey - Salary Market Data Presentation and Comparison

Exhibit XI

Benchmark Number	Benchmark Title		# of Orgs	# of EEs	Simple Average Salary Range Minimum	Simple Average Salary Range Maximum	Weighted "Average (Actual) Base Pay Rate"	Weighted Monthly Benefit	Survey Weighted Base Pay & Benefits
201	Accountant	All Survey	6	29	4,280	6,565	5,251	1,366	6,617
201	Accountant	WSFS	1	5	3,458	4,997	4,153	1,201	5,354
201	Accountant	% Difference			-23.8%	-31.4%	-26.5%	-13.7%	-23.6%
205	Buyer 3	All Survey	5	13	4,226	6,242	4,906	1,491	6,397
205	Buyer 3	WSFS	1	4	3,144	4,537	4,069	1,201	5,270
205	Buyer 3	% Difference			-34.4%	-37.6%	-20.6%	-24.1%	-21.4%
206	Contracts Coordinator 1	All Survey	1	1	3,543	5,315	3,898	1,461	5,359
206	Contracts Coordinator 1	WSFS	1	1	2,999	4,325	3,960	1,201	5,161
206	Contracts Coordinator 1	% Difference			-18.1%	-22.9%	1.6%	-21.6%	-3.8%
207	Contracts Coordinator 2	All Survey	2	2	4,303	5,945	4,555	1,307	5,862
207	Contracts Coordinator 2	WSFS	1	2	3,295	4,759	4,759	1,201	5,961
207	Contracts Coordinator 2	% Difference			-30.6%	-24.9%	4.3%	-8.8%	1.7%
208	Crew Dispatch Coordinator	All Survey	0	0					
208	Crew Dispatch Coordinator	WSFS	1	3	3,458	4,997	4,719	1,201	5,921
208	Crew Dispatch Coordinator	% Difference							
212	Inventory Agent	All Survey	2	2	4,030	6,479	4,747	1,387	6,134
212	Inventory Agent	WSFS	1	1	3,295	4,759	3,991	1,201	5,192
212	Inventory Agent	% Difference			-22.3%	-36.1%	-18.9%	-15.4%	-18.1%
213	Mail/Stock Clerk	All Survey	6	8	2,392	3,402	3,230	1,356	4,586
213	Mail/Stock Clerk	WSFS	1	1	2,262	3,250	2,725	1,201	3,926
213	Mail/Stock Clerk	% Difference			-5.7%	-4.7%	-18.5%	-12.9%	-16.8%
218	Payroll Assistant 3/Claims	All Survey	4	7	4,015	5,339	4,452	1,421	5,873
218	Payroll Assistant 3/Claims	WSFS	1	1	2,999	4,325	3,790	1,201	4,991
218	Payroll Assistant 3/Claims	% Difference			-33.9%	-23.5%	-17.5%	-18.3%	-17.7%

Administrative Survey - Salary Market Data Presentation and Comparison
Exhibit XI (cont'd)

Benchmark Number	Benchmark Title		# of Orgs	# of EEs	Simple Average Salary Range Minimum	Simple Average Salary Range Maximum	Weighted "Average (Actual) Base Pay Rate"	Weighted Monthly Benefit	Survey Weighted - Base Pay & Benefits	
221	Personnel Assistant 2	All Survey	2	3	4,002	6,001	4,855	1,641	6,495	
221	Personnel Assistant 2	WSFS	1	1	3,144	4,537	3,804	1,201	5,005	
221	Personnel Assistant 2	% Difference			-27.3%	-32.3%	-27.6%	-36.6%	-29.8%	
225	Secretary	All Survey	6	65	3,109	4,429	4,144	1,286	5,431	
225	Secretary	WSFS	1	3	2,725	3,930	3,511	1,201	4,712	
225	Secretary	% Difference			-14.1%	-12.7%	-18.0%	-7.1%	-15.3%	
227	Staff Aide	All Survey	5	37	3,470	4,995	4,423	1,312	5,735	
227	Staff Aide	WSFS	1	7	2,999	4,325	3,778	1,201	4,979	
227	Staff Aide	% Difference			-15.7%	-15.5%	-17.1%	-9.2%	-15.2%	
229	Custodian (Janitor)	All Survey	2	91	2,732	3,435	3,112	1,832	4,944	
229	Custodian (Janitor)	WSFS	1	6	2,189	2,575	2,575	1,201	3,776	
229	Custodian (Janitor)	% Difference			-24.8%	-33.4%	-20.9%	-52.5%	-30.9%	
231	Safety Systems Specialist	All Survey	2	2	3,555	4,882	4,194	1,442	5,637	
231	Safety Systems Specialist	WSFS	1	1	2,725	3,930	3,444	1,201	4,645	
231	Safety Systems Specialist	% Difference			-30.5%	-24.2%	-21.8%	-20.1%	-21.3%	
232	Consultant Coordinator	All Survey	2	2	3,223	4,790	3,901	1,512	5,413	
232	Consultant Coordinator	WSFS	1	1	2,999	4,325	3,790	1,201	4,991	
232	Consultant Coordinator	% Difference			-7.5%	-10.8%	-2.9%	-25.8%	-8.5%	
233	Marine Operation Watch Supervisor	All Survey	2	5	5,976	9,022	7,521	1,481	9,002	
233	Marine Operation Watch Supervisor	WSFS	1	6	4,839	4,839	4,839	1,201	6,040	
233	Marine Operation Watch Supervisor	% Difference			<i>WSFS has no range</i>		-55.4%	-23.3%	-49.0%	
					Total % Above or Below Market:	-21.5%	-24.0%	-17.1%	-21.3%	-18.2%

***2010 ADMINISTRATIVE
PREMIUM PAY AND BENEFITS SUMMARY***

Administrative - Premium Pay and Benefit Exhibit Notes

- Where PTO or vacation was reported by a participant or the participant's CBA in hours, data was converted to 8 hour days for the purpose of even comparisons.
- All benefit and premium pay information is reported as it applies to full-time employees.
- Simple averages used in all average calculations.
- Data for Foss Maritime Co. and Totem Ocean Trailer Express, Inc. is not shown outside of range, "most typical" or average summary data because of the confidential nature of these organizations' collective bargaining agreements.

Administrative - Premium Pay and Benefits Summary

Exhibit XII

BENEFIT	Public/Private ERs	Washington State Ferry System - OPEIU / SEIU / Watch Supervisors (WS)
Premium Pay: Overtime	<u>Most Typical:</u> 150% of base	<u>ALL:</u> 150% of base
Premium Pay: Work Assignments on Saturday	<u>1 ER:</u> 100% of base <u>1 ER:</u> 130% of base	<u>OPEIU:</u> 150% / <u>SEIU & WS:</u> 100% of base
Premium Pay: Work Assignments on Sunday	<u>1 ER:</u> 100% of base <u>1 ER:</u> 130% of base	<u>OPEIU:</u> 200% of base / <u>SEIU & WS:</u> 100% of base
Paid Holidays per Year - Including Personal Holidays	<u>Range:</u> 10-12 days/year <u>Most Typical:</u> 12 days/year	<u>ALL:</u> 12 days/year
Work Assignments on Paid Holidays	<u>Most Typical:</u> 150% of base	<u>OPEIU & SEIU:</u> 100% of base / <u>WS:</u> 250% of base
Overtime Paid on Holidays	<u>Most Typical:</u> 150% of base paid in hourly increments (1 ER: 250% of base for nonrepresented EEs only)	<u>OPEIU:</u> 100% / <u>SEIU:</u> 150% / <u>WS:</u> 250% of base Paid in hourly increments
Minimum call out pay	<u>2 ERs:</u> 4 hours @ 100% of base pay <u>1 ER:</u> 2 hours @ 150% of base pay <i>Amounts above reflect pay for represented EEs only.</i>	<u>OPEIU & WS:</u> 4 hours @ 150% of base pay <u>SEIU:</u> No CBA language
Early call out pay	<u>1 ER:</u> 4 hours @ 150% of base pay <i>Amounts above reflect pay for represented EEs only.</i>	<u>WS:</u> 8 hours @ 150% of base pay <u>OPEIU & SEIU:</u> no CBA language
Other premium or shift differential	<u>4 ERs:</u> Reported additional premium pay or shift differentials <u>1 ER:</u> Second shift: 107% of base; Third shift: 110% of base <u>1 ER:</u> Swing shift: 107.5% of base; Graveyard: 110% of base <u>1 ER:</u> Swing shift: additional \$0.70 per hour; asbestos removal: \$0.75 cents per hour <u>1 ER:</u> On-call pay: \$0.75 per hour	<u>OPEIU:</u> 10% additional for time worked between 6:00 p.m. and 6:00 a.m. <u>SEIU:</u> \$0.10 additional per hour for shifts where majority of hours fall between 5:00 p.m. and midnight (entire shift); additional \$0.10/hour for night Janitors scheduled less than 7 hour shifts; additional \$0.10/hour for decreasing hours of Saturday shift below 7 hours. <u>WS:</u> Basic shift premium \$0.65/hour.
PTO	<u>1 ER:</u> Offers a PTO plan to nonrepresented EEs 20 days after 0 yrs 25 days after 3 yrs 27 days after 7 yrs 30 days after 11 yrs Max Annual Accrual = 237 hours	Does not offer any PTO plans

Administrative - Premium Pay and Benefits Summary

Exhibit XII (cont'd)

BENEFIT	Public/Private ERs						Washington State Ferry System - OPEIU / SEIU / Watch Supervisors (WS)			
	Represented			Nonrepresented			OPEIU / SEIU	OPEIU (only) cont'd	WS	WS cont'd
	Years	Range (days)	Most Typical	Years	Range (days)	Most Typical				
Vacation	1	12-15	12	1	10-15	12	6 days after 0.5 yrs	23 days after 17 yrs	12 days after 0 to 1 yrs	20 days after 14 yrs
	5	15-20	15	5	15-20	15	12 days after 1 yr	24 days after 18 yrs	13 days after 1 to 2 yrs	21 days after 15 yrs
	10	18-20	20	10	15-20	20	13 days after 2 yrs		14 days after 3 to 4 yrs	22 days after 16 to 19 yrs
	15	20-23	20	15	20-23	20	15 days after 3 yrs		15 days after 5 to 7 yrs	23.3 days after 20 yrs
	20	20-25	25	20	20-25	20/25	17 days after 4 yrs		16 days after 8 to 10 yrs	24 days after 21 yrs
							20 days after 5 yrs		17 days after 11 yrs	
							21 days after 15 yrs		18 days after 12 yrs	
							22 days after 16 yrs (End SEIU)		19 days after 13 yrs	
	Average Max Annual Accrual = 210 hours			Average Max Annual Accrual = 192 hours			Max Annual Accrual = <u>OPEIU</u> / <u>WS</u> 192 hours <u>SEIU</u> 176 hours			
Additional Paid Time Off	<p><u>4 ERs</u>: Reported additional paid time off (PTO) in the form of one or more of the following:</p> <p><u>3 ERs</u>: Provide additional PTO for jury duty</p> <p><u>3 ERs</u>: Provide 3 days of PTO for bereavement leave</p> <p><u>2 ERs</u>: Provide up to 21 days of PTO for military leave</p> <p><u>1 ER</u>: Provides a sick leave incentive program where EEs can earn up to 2 additional days of sick leave</p>						<p><u>OPEIU</u>: Twenty-one (21) days of paid Military Leave; paid leave provided for jury duty and to serve as a witness in a criminal case in any court of competent jurisdiction when under subpoena. <u>SEIU</u>: Paid jury duty or serving as witness (shall receive their basic salary and, in addition, shall be allowed to retain any compensation paid to them for jury or witness duty performed.) <u>WS</u>: Paid jury duty (paid the difference between the fee for such service and the amount of straight-time earnings lost due to such service).</p>			
Sick Leave	<p><u>Most Typical</u>: 96 hours maximum sick leave per year</p> <p><i>ER offering PTO only also offers "extended illness pay" with a maximum of 6 days per year.</i></p>						<p>Max Sick Leave = 96 hours per year</p>			
Sick Leave Buy-out	<p><u>3 ERs</u>: Offer a sick-leave buy-out option</p> <p><u>2 ERs</u>: Offer programs that are contingent upon termination from the ER due to death, retirement or some other separation. One provides 35% after 5 year's employment, the other provides cash-out percentages between 25% and 75% depending on the number of unused accrued days (e.g., 25% for the first 75 days) up to 200, for termination due to death or retirement and 10% for EEs terminating employment for some other reason.</p> <p><u>1 ER</u>: Offers a program to EEs where an annual cash-out is available for all accrued hours over 240. Non-represented EEs are eligible for a cash-out percentage of 25%. Cash-out percentage is tiered based on years of service for represented EEs (25-100%) with 100% for EEs with 15 or more years of service.</p>						<p><u>OPEIU & WS</u>: Offer a sick leave buy-out option.</p> <p><u>OPEIU</u>: Cash-out annually at 25%. Applies to EEs whose sick leave balance at the end of the previous year exceeds 480 hours and EEs who separate from state service because of retirement or death. <u>SEIU</u>: No information. <u>WS</u>: Sick leave buy-out upon death or retirement shall be allowed in accordance with applicable statutes. Annual payout - cash out annually at 25%.</p>			

Administrative - Premium Pay and Benefits Summary

Exhibit XII (cont'd)

BENEFIT	Public/Private ERs	Washington State Ferry System - OPEIU / SEIU / Watch Supervisors (WS)
Health & Welfare: Employer/Employee Contribution/Month	<p align="center"><u>Medical Contributions</u></p> <p><u>ER (for EE only):</u> Range \$406 - \$1,093/month AVG: \$659/month</p> <p><u>ER (for EE plus spouse & 2 children):</u> Range: \$1,009 - \$1,680/month AVG: \$1,343/month</p>	<p align="center"><u>Medical Contributions</u></p> <p><u>ER (for EE only):</u> \$395.16/month</p> <p><u>ER (for EE plus spouse & 2 children):</u> \$1076.19/month</p>
	<p align="center"><u>Dental Contributions</u></p> <p><u>ER (for EE only):</u> Range \$45 - \$144/month AVG: \$81/month</p> <p><u>ER (for EE plus spouse & 2 children):</u> Range: \$118 - \$193/month AVG: \$156/month</p>	<p align="center"><u>Dental Contributions</u></p> <p><u>ER (for EE only):</u> \$41.69/month</p> <p><u>ER (for EE plus spouse & 2 children):</u> \$125.07/month</p> <p align="right">EE contribution included in medical</p>
	<p align="center"><u>Vision Contributions</u></p> <p><u>ER (for EE only):</u> Range \$5 - \$19/month AVG: \$12/month</p> <p><u>ER (for EE plus spouse & 2 children):</u> Range: \$13 - \$29/month AVG: \$19/month</p>	<p align="center"><u>Vision Contributions</u></p> <p align="right">Included in Medical</p>

Administrative - Premium Pay and Benefits Summary

Exhibit XII (cont'd)

BENEFIT	Public/Private ERs	Washington State Ferry System - OPEIU / SEIU / Watch Supervisors (WS)
Health & Welfare: (cont'd) Employer Contributions	<u>Long Term Disability Insurance</u> 3 ERs: Contribute a percentage of gross or covered salary. AVG: 0.61 per \$100 1 ER: Contributes .79% of gross pay 1 ER: Contributes \$15.58 per month	<u>Long Term Disability Insurance</u> ER Contributes \$2 per month
	<u>Life Insurance</u> 2 ERs: Contribute a \$ amount per month. Range \$1.73 - \$13.51 4 ERs: Contribute a percentage of gross or covered salary. AVG: 0.21 per \$1,000 1 ER: Contributes 0.63% of gross pay	<u>Life Insurance</u> ER Contributes \$5.07 per month
	<u>Retirement</u> Average ER contribution: 7.04% of gross pay	<u>Retirement Benefits</u> ER Contributes 5.31% of gross pay
Work Clothes	3 ERs: Require uniforms (for certain EE groups) and all provide any/all such required apparel 1 ER: Provides represented EEs with reimbursement for required footwear	<u>OPEIU & WS</u> : Do not require uniforms <u>SEIU</u> : If required, uniforms will be furnished, laundered and kept in repair by the ER
Parking	2 ERs: Pay EE accrued parking expenses (on ER property)	<u>ALL</u> : EEs have no applicable regular parking expenses
Training/Education	Most typical reimbursement for trade related education and training: 100% 1 ER: Reimburses tuition up to \$2,000 per year Most typical minimum term of employment for reimbursement program: 1 year 2 ERs: Pay normal salary for time EE spends in such programs	<u>OPEIU</u> : Trade related training and education are reimbursed at a rate of 100% <u>OPEIU</u> : Minimum term of employment before reimbursement program is available is 6 months <u>OPEIU</u> : The ER pays wages in the amount of 100% for the time the EE attends such programs <u>SEIU</u> : No language in CBA. <u>WS</u> : Fleet Familiarization or re-familiarization: compensated at straight-time rate for time spent completing a log or report

Administrative - Premium Pay and Benefits Summary

Exhibit XII (cont'd)

BENEFIT	Public/Private ERs	Washington State Ferry System - OPEIU / SEIU / Watch Supervisors (WS)
Travel: Compensation for employer directed travel	<p>ER directed travel time and expenses compensated as follows:</p> <p>Travel Time: <u>Most Typical</u>; Normal salary rate Mileage: <u>AVG</u>; 55 cents/mile Meals and Lodging: <u>1 ER</u>; Per diem rates/day; <u>1 ER</u>; Meals only \$71/day; <u>1 ER</u>; Meals & Lodging \$230/day</p> <p><u>3 ERs</u>; Compensate EEs for ER directed travel time and expenses if assigned to other than their regular home/relieving terminal</p> <p>Travel Time: <u>Most Typical</u>; Normal salary rate Mileage: <u>AVG</u>; 55 cents/mile Meals and Lodging: <u>1 ER</u>; 100% accrued costs</p>	<p>ER directed travel time and expenses compensated as follows:</p> <p>Travel Time = <u>ALL</u>; Straight time pay Mileage = <u>ALL</u>; 55 cents/mile Meals & Lodging = <u>OPEIU</u>; 109 (avg) <u>SEIU & WS</u>; per Chapter Ten WSDOT Travel Rules and Procedures</p> <p><u>SEIU & WS</u>; EEs are reimbursed as follows for travel time and expenses if assigned to other than their regular home/relieving terminal:</p> <p>Travel Time = <u>ALL</u>; Straight time pay Mileage = <u>ALL</u>; 55 cents/mile Meals & Lodging = <u>ALL</u>; per Chapter Ten WSDOT Travel Rules and Procedures</p>
Per Diem	<p><u>1 ER</u>; Pays per diem amounts to EEs when required to remain on duty or called back to duty</p>	<p><u>WS</u>; The ER shall furnish meals and lodging, in compliance with per diem guidelines (WSDOT), when staff, essential to manning and supporting operations and the EOC, is required to remain on duty or called back to duty</p>
Passes (active employees):	<p><u>1 ER</u>; Provides travel passes to EEs (bus pass in this instance)</p>	<p><u>ALL</u>; ER provides travel passes for active EEs as well as to EEs' spouse and dependents</p> <p><u>ALL</u>; The minimum term of employment which must be worked to earn a pass is 6 months</p>
Passes (retired employees)	<p><u>0 ERs</u>; Provide travel passes to retired EEs</p>	<p><u>ALL</u>; ER provides travel passes for EEs as well as to EEs' spouse and dependents</p>
Other Premium	<p><u>2 ERs</u>; Provide additional pay information</p> <p><u>1 ER</u>; Productivity recognition program; eligible for up to \$100 additional per month</p> <p><u>1 ER</u>; Varies by represented and nonrepresented EEs; eligible for up to \$268 per month ER contribution to an account designed to help with out-of-pocket healthcare or retirement health expenses.</p>	<p><u>OPEIU & SEIU</u>; Severance Pay: Any claims for severance payment to any EE who may lose employment because of the abandonment of routes due to construction of bridges or tubes (replacing the then existing ferry routes), and of the application of seniority provisions under the present labor Agreements, including consideration of residence of individual and locale of employment offered, shall be based upon the principle of one (1) month's pay for each year of service. SEIU (only): Includes EEs employed by the Washington State Ferries at the time of completion of any cross-Sound bridge or tunnels except for a new Hood Canal Bridge. Also includes consideration of residence of individual and locale of employment offered. WS: No severance language.</p>
Participants Included	<p>Foss Maritime Co. - reported within grouped data only (avg., range, most typ.) King County Washington (Custodian SEIU only) Pierce County Port of Seattle Port of Tacoma Sound Transit</p> <p>Totem Ocean Trailer Express, Inc. - reported within grouped data only (avg., range, most typ.)</p>	

***APPENDIX
SURVEY QUESTIONNAIRES***