

MEMORANDUM & AGREEMENT BETWEEN
THE PUGET SOUND STEAMSHIP OPERATORS ASSOCIATION, INC.
AND THE PORT ANGELES PILOTS ON PENSION EXPENSES

F.12.00

It is hereby agreed that the Trust Contract of 1952, the Trust Contract 1978 and the Port Angeles Pilots Pension Plan instituted in March of 1982, are the only plans subject to and recognized by this agreement, and are incorporated therein.

The Trust Contracts of 1952 and 1978 will be phased out by natural attrition so that, eventually, the Pension Plan of March 1982 will become the sole plan recognized and covered by this agreement. A participant in any one of these above plans will not be permitted to transfer to any other plan.

It is agreed that no changes will be made to any of the above plans with regard to benefit payments schedules or benefit amounts without the mutual consent of both parties to this agreement. Institution of plan benefit changes without mutual consent of both parties will be cause for voiding this agreement.

It is, therefore, mutually agreed that each year, during the month of January, the Port Angeles Pilots shall provide the Puget Sound Steamship Operators Association with a certified accountants' report of actual retirement and pension funds, which are covered under the terms of this agreement, which were disbursed to retired pilots during the preceding calendar year.

Furthermore, commencing 1 January 1985, the Puget Sound Steamship Operators Association Inc. shall consider the lessor of eighty (80) percent of the

preceding year's pension expense or a maximum of two hundred thousand dollars (\$200,000.00) - subject to annual review - as a recognized operational expense of the Port Angeles Pilots and will, therefore, agree to petition the Washington State Board of Pilotage Commissioners for inclusion of this portion of pension expenditures in the annual determination of the appropriate tariff structure.

This agreement shall be reviewed annually and remain in force until such time mutual agreement is reached on amendments, if any, and is subject to approval by the Board of Pilotage Commissioners.

5 December 1983

PORT ANGELES PILOTS

PUGET SOUND STEAMSHIP OPERATORS
ASSOCIATION INC.




CAPT. K. L. FLORIAN, President



R. P. FALCONE, President



CAPT. S. R. CARLSON, Chairman
Rate Committee



JIMM SWEET, Chairman, Pilotage
Committee