

PORT OF SEATTLE
MEMORANDUM

COMMISSION AGENDA
ACTION ITEM

Item No. 4e
Date of Meeting June 10, 2014

DATE: June 2, 2014
TO: Tay Yoshitani, Chief Executive Officer
FROM: Kim Ramsey, Labor Relations Manager
SUBJECT: Collective Bargaining Agreement between the Port of Seattle and the ILWU Local Union No. 9 representing Tour Group Coordinators

ACTION REQUESTED

Request Commission authorization for the Chief Executive Officer to execute a new collective bargaining agreement between the Port of Seattle and the ILWU Local Union No. 9 representing Tour Group Coordinators. This contract has a two-year term from March 1, 2014, to February 28, 2016, covering the 2014 and 2015 cruise seasons.

SYNOPSIS

Good faith bargaining between the Port of Seattle and ILWU Local Union No. 9 resulted in a fair collective bargaining agreement consistent with the Port's priorities. The estimated total additional cost for wages and benefits increases is \$53,270. The estimated additional cost per season is: for the 2014 cruise season \$49,527; and for the 2015 cruise season \$3,743.

The agreement provides a 2.46% wage adjustment to the seasonal wage scale that will then remain fixed for the 2015 season. This employee group is eligible for enrollment in the state's retirement system. The Port does not provide health or leave benefits to these seasonal employees.

BACKGROUND

This agreement covers seasonally hired Tour Group Coordinators in the Aviation Division, Landside Operations. FTE count was 10 for the 2013 season, and may fluctuate to 15 for the 2014 season due to a split busing operation that will minimize terminal/baggage impacts. These employees are hired to provide safety and direction to cruise-related passenger buses in the Ground Transportation Lot at Sea-Tac International Airport. This agreement is for a two-year term, covering the 2014 and 2015 cruise seasons. The prior agreement, a one-year contract extension, expired on February 28, 2014. RCW Chapter 41.56 requires the Port of Seattle to collectively bargain wages, hours and working conditions with the exclusive bargaining representative designed by these employees.

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SCOPE OF AGREEMENT

Term of Agreement

March, 1, 2014, through February 28, 2016

Wages

The hourly wage rates for employees for the 2014 and 2015 seasons shall be as follows:

1 st Season	\$15.11
2 nd Consecutive Season	\$15.63
3 rd Consecutive Season	\$16.16
4 th Consecutive Season	\$16.68

Article 4 Union Security

Updated language for legal compliance.

Article 5 Payroll Procedures

Added Direct Deposit language to align with standard Port payroll processes.

Article 8 Equal Employment Opportunity

Updated to current Port standard language.

Article 9 Management Rights

Removed language subjecting job evaluations to the grievance procedure.

Article 10 Grievance Procedure

Language modified to standard 4 step procedure.

Other

Minor housekeeping and format changes.

FINANCIAL IMPLICATIONS

Budget/Authorization Summary

Cost Impact \$	2014 Season	2015 Season
Labor	\$43,120	\$3,259
Benefits	\$6,408	\$484

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The estimated total additional cost to the Port for the duration of the contract is \$53,270 based on an assumption that Tour Group Coordinators newly hired in 2014 return for the 2015 cruise season advancing a step in the pay scale.

ATTACHMENTS TO THIS REQUEST

- Collective Bargaining Agreement between the Port of Seattle and the International Longshore and Warehouse Union Local 9 representing Tour Group Coordinators.

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

- None.