

PORT OF SEATTLE
MEMORANDUM

COMMISSION AGENDA
ACTION ITEM

Item No. 6d
Date of Meeting July 1, 2014

DATE: June 24, 2014
TO: Tay Yoshitani, Chief Executive Officer
FROM: Robin Romeo, Labor Relations Director
SUBJECT: Collective Bargaining Agreement between the International Association of Firefighters Local Union No. 1257

Amount of This Request: \$0.00 **Source of Funds:** This CBA will not result in additional costs to the Port. It will result in a savings of \$371,363.

ACTION REQUESTED

Request Commission authorization for the Chief Executive Officer to execute a new collective bargaining agreement (CBA) between the Port of Seattle and the International Association of Firefighters Local Union No. 1257 (IAFF) for the term January 1, 2014 – December 31, 2016.

SYNOPSIS

This agreement covers 72 Fire Department employees working in the classifications of Firefighter, Firefighter Mechanic, Captain, Battalion Chief, Training Chief, Fire Marshal, and Alarm Inspector. It is the successor agreement to the 2011-2013 CBA. This CBA will create savings of approximately \$371,363 over a three year period and will not create any additional costs to the Port.

BACKGROUND

Following good faith collective bargaining, the Port and the IAFF were able to reach agreement on wages and working conditions that resulted in a fair wage increase in exchange for cost savings to the Port. This was achieved by an agreement to substitute debit days for overtime days, increasing the level of employee cost share on health insurance premiums, and by lowering the salary of entry level firefighters and the Training Chief. In exchange, the firefighters will receive a base rate adjustment of 1.5% plus 100% COLA in each year of the contract and there is an increase to the Battalion Chief base wage rate. Changes were made to the grievance and discipline procedure to result in more efficient processes. The agreement includes a voluntary separation program which will be offered to up to three (3) employees a year. This will result in additional savings to the department and allow the department to successfully manage personnel changes and turnover.

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SCOPE OF THE AGREEMENT

Term of the Agreement

January 1, 2014 – December 31, 2016.

Wages

Effective January 1, 2014, base hourly rates for Firefighter “A” will increase by 1.5% and an amount equal to one hundred percent (100%) of the Seattle/Tacoma/Bremerton CPI-U (All Urban Consumers), August to August with a zero percent (0)% minimum and a six percent (6%) maximum, the base hourly wage rate of the Training Chief will be reduced from 140% to 127.69% of the Firefighter “A” base rate, and the annual salary for Firefighter “E” will decrease from \$71,175 to \$63,000.

Effective January 1, 2013, the Battalion Chief base rate increase from 131% to 135% of the Firefighter “A” base rate. The parties agreed in the previous CBA to reopen negotiations on the 2013 rate for Battalion Chief.

Effective January 1, 2015, base hourly rates for Firefighter “A” will increase by 1.5% and an amount equal to one hundred percent (100%) of the Seattle/Tacoma/Bremerton CPI-U (All Urban Consumers), August to August with a zero percent (0)% minimum and a six percent (6%) maximum.

Effective January 1, 2016, base hourly rates for Firefighter “A” will increase by 1.5% and an amount equal to one hundred percent (100%) of the Seattle/Tacoma/Bremerton CPI-U (All Urban Consumers), August to August with a zero percent (0)% minimum and a six percent (6%) maximum.

Benefits

Effective January 1, 2015, the employee shall be responsible for contributing an increase in the monthly health insurance premium for a spouse or partner from \$32 to \$50.30, for the first child from \$16 to \$27.45, and for the second child from \$13 to \$20.51.

Effective January 1, 2016, the employee shall be responsible for contributing an increase in the monthly health insurance premium for a spouse or partner to \$67.07, for the first child to \$33.00, and for the second child to \$27.34.

Language was inserted to ensure that the parties bargain over employee cost share of the employee’s health insurance premium in the successor agreement.

Voluntary Separation Program

The parties have agreed to the parameters of a voluntary separation program. This program grants the Fire Chief the discretion to accept up to three (3) applicants per year over the course of

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the term of the collective bargaining agreement. Those chosen will voluntarily separate from service in exchange for a lump sum payment. Due to the large number of retirement eligible employees and the relative length of time needed to replace departing employees, this program will allow the department to manage succession planning.

Article 15.1 – Workweek

The following sections were added:

- d. Twenty four (24) debit hours per year shall be substituted for sixteen (16) hours of MCO and ARFF training.
- e. Twenty four (24) debit hours shall be substituted for twenty-four hours of CSR or Haz-Mat training.

Other Changes

Article 6.1 – Labor Management Committee. The language was modified so that minutes will be taken and distributed to committee members instead of posting and distributing to all members.

Article 12.2(h) – Day Shift Assignments. The training Captain position term was changed from six (6) years to two (2) or four (4) years.

Article 13 – Grievance Procedure. The procedure was revised to clarify the procedures and allow for more efficiency in the processing of grievances.

Article 21.2 – Emergency leave. The language was modified to read that the leave will be granted in accordance with policy 411.

Article 25.2 – Uniforms and Protective Clothing. A section was added that allows an employee upon retirement to retain components of their protective gear including helmet, boots and gloves.

Article 17.3 – Sick leave upon termination. Eliminated the requirement to contribute 25% of the cash out to the WSCFF Employee Benefit Trust.

ATTACHMENTS TO THIS REQUEST

Collective Bargaining Agreement between the Port of Seattle and the International Association of Firefighters Local 1257.

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None.