

**REVISED**

**PORT OF SEATTLE**  
**MEMORANDUM**

**COMMISSION AGENDA**  
**STAFF BRIEFING**

<b>Item No.</b>	<u>7b</u>
<b>Date of Meeting</b>	<u>September 11, 2014</u>

**DATE:** **September 8, 2014**

**TO:** Tay Yoshitani, Chief Executive Officer

**FROM:** Mark Reis, Managing Director, Aviation Division  
James R. Schone, Director, Aviation Business Development  
Deanna Zachrisson, Business Leader, Airport Dining and Retail

**SUBJECT:** Job Quality and Employment Continuity for Airport Dining and Retail Employees

**SYNOPSIS**

The purpose of this briefing is to provide the Commission with a summary of the Port's body of knowledge to-date with regard to job quality and employment continuity in the Airport Dining and Retail program.

**BACKGROUND**

As part of the new Airport Dining and Retail master plan, staff has conducted research via a third-party consultant on matters of employment within the Airport Dining and Retail program. Much of this research was conducted in 2013 in order to develop a forecast of expected employment growth in the future, redeveloped program. However, some data was collected in 2014 to specifically address the Commission's concerns about job quality among employees in restaurants, **retail shops, and passenger services**. The results of this research provide an indication of the level of job quality for the estimated 1,640 employees in the program today.

The subject of potential policies regarding employment continuity for existing employees has been the subject for stakeholder input since 2011. The views articulated by the program stakeholders in 2011, including a variety of business types and labor representatives, appear to be consistent with current perspectives. However, more recently, staff has had the opportunity to examine policies and practical applications at a number of other U.S. airports. This examination provides some possible options for consideration by the Commission.

**ATTACHMENTS TO THIS BRIEFING**

- Exhibit A: PowerPoint Presentation
- Exhibit B: Employment Continuity Policies Matrix

## **COMMISSION AGENDA**

Tay Yoshitani, Chief Executive Officer

**September 8, 2014**

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### **PREVIOUS COMMISSION ACTIONS OR BRIEFINGS**

- May 27, 2014 – Briefing about Airport Dining and Retail Master Plan
- September 11, 2012 – (Briefing) Airport Concessions Master Plan Update
- March 27, 2012 – Briefing about Interim Concessions Leasing
- February 14, 2012 – Commission Motion Concerning the Airport Concessions Program
- December 13, 2011 – Program Principles and Practices (Stakeholder Process) briefing