

PORT OF SEATTLE
MEMORANDUM

COMMISSION AGENDA
ACTION ITEM

Item No. 4f
Date of Meeting December 9, 2014

DATE: December 1, 2014
TO: Theodore J. Fick, Chief Executive Officer
FROM: Robin Romeo, Labor Relations Director
SUBJECT: Collective Bargaining Agreement between the Port of Seattle and the Seattle King County Building Trades

ACTION REQUESTED

Request Commission authorization for the Chief Executive Officer to execute a new collective bargaining agreement, the Maintenance Agreement Addendum, between the Port of Seattle and the Building and Construction Trades Council. This contract has a three-year term from January 1, 2013 – December 31, 2015.

SYNOPSIS

This agreement follows a protracted period of collective bargaining that culminated in mediation and the rejection of two proposed packages by the union members.

The estimated total cost of this agreement is \$148,107.

BACKGROUND

The Maintenance Agreement Addendum is an agreement between the Port of Seattle and the Seattle Building and Construction Trades Council and its affiliated unions. Each union is party to a separate master labor agreement which is negotiated by the Associated General Contractors of Washington. The Port employs members represented by seven (7) of the affiliated unions.

Pursuant to a 1965 agreement between the Port and the Building and Construction Trades Council, the Port pays employees of each local eighty-eight (88) percent of the wages in the master labor agreement plus benefits such as vacation leave and holidays. Emergency employees are hired and paid 100% of the wages in the respective master labor agreement but do not receive those benefits.

This agreement includes non-wage terms and conditions of employment. It covers seventy-eight (78) regular and thirty-three (33) emergency hire employees who are members of the following bargaining units:

COMMISSION AGENDA

Theodore J. Fick, Chief Executive Officer

December 1, 2014

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<u>Unit</u>	<u>Regular</u>	<u>EH</u>	<u>Total</u>
Operating Engineers	1	3	4
Laborers	56	18	74
Plumbers	0	4	4
Painters	12	3	15
Sign Painters	5	0	5
Sprinkler Fitters	3	3	6
Sheet metal workers	1	2	3
Total employees	78	33	111

SCOPE OF THE AGREEMENT

- **Term of the Agreement:** January 1, 2013, through December 31, 2015.
- **Pension:** An increase in the current pension contribution currently calculated on hours worked to include one additional shift per month.
- **Safety shoes:** A fifty dollar increase in shoe allowance for the purchase price or repair of ANSI approved footwear from \$100.00/year to \$150.00/year.
- **Grievance Procedure:** A small change was made in the provisions regarding disciplinary time limits.
- **PTO Cash out:** Employees will be eligible to cash-out accrued vacation hours provided they preserve a minimum of two weeks in their balance.
- **PTO Scheduling:** Paid time off assignments may be made at 6 months of employment instead of one year of employment.
- **Direct Deposit:** Employees are required to participate in the Port's direct deposit.

FINANCIAL IMPLICATIONS

The cost impact of this agreement is based on the estimated increase in the pension contribution of \$45,469 per year and the increase in the safety shoe allowance estimated at \$3,900 per year for a three year total of \$148,107.

This increase in expense is included in the 2013, 2014, and 2015 budgets of the Marine Maintenance Department and the Aviation Maintenance Division.

ATTACHMENTS TO THIS REQUEST

- The collective bargaining agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

- None