


PORT OF SEATTLE
MEMORANDUM

COMMISSION AGENDA
ACTION ITEM

Item No. 4e
Date of Meeting February 9, 2016

DATE: February 2, 2016
TO: Ted Fick, Chief Executive Officer
FROM: David Freiboth, Senior Director Labor Relations 
SUBJECT: Extension of the Port's Paid Parental Leave Program to Represented Employees

ACTION REQUESTED

Request Commission authorization for the Chief Executive Officer to extend the Port's Paid Parental Leave Program to represented employees via Memoranda of Understanding (MOUs) with their respective labor representatives.

SYNOPSIS

The Port would like to offer its Paid Parental Leave benefit to represented employees. Commission approval is needed to authorize CEO to sign MOUs with unions regarding Parental leave. General Delegation of Authority gave the CEO the authority to execute modifications to Collective Bargaining Agreements (CBAs) without Commission approval. Further, Resolution 3704 reserves to the Commission the authority to consider and approve CBAs. The CEO now has the authority only to administer CBAs.

BACKGROUND

Effective January 1, 2016, the Port provides paid parental leave to non-represented employees who have completed their probationary period. The Port offers four weeks of paid leave to new parents following the birth, adoption or adoption placement, or foster care placement of a child. The time must be taken in one consecutive block and must be completed by the end of the twelfth calendar month following the birth or placement.

We value all of our employees, and seek to act as a single, "One Port" organization with a common purpose to achieve the Century Agenda. To that end, the Port intends to extend this benefit to represented employees by negotiating agreements with their labor representatives. This leave will be in addition to other paid leave, such as vacation or sick leave, which employees may be entitled to in their respective labor agreements.

The four weeks of paid leave will ensure Port employees have time away from work to bond with and care for their new child.

It is extremely difficult at this time to pinpoint the exact financial impact of extending this benefit to represented employees. The impact will vary given each employee's role in the

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organization. Not all leaves require backfill, while others will be covered with overtime. After 12 months we will have a more accurate utilization estimate moving forward. Applying the assumptions used by Human Resources for non-represented employees, the estimated annual cost of providing this benefit to represented employees is \$167,000. This assumption uses an estimate of 29 births or placements per year and an average annual salary for represented employees of \$74,556.

ATTACHMENTS TO THIS REQUEST

- Sample MOU
- Salary and Benefits Resolution

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

- December 8, 2015 – Salary and Benefits Resolution Final Reading and Commission Approval;
- November 24, 2015 – Salary and Benefits Resolution 2nd Reading by Human Resources;
- November 10, 2015 - Salary and Benefits Resolution 1st Reading by Human Resources; and
- October 27, 2015 – Salary and Benefit Resolution Briefing by Human Resources.