



**COMMISSION
AGENDA MEMORANDUM**

Item No. 4c

ACTION ITEM

Date of Meeting July 25, 2017

DATE: July 17, 2017

TO: Dave Soike, Interim Executive Director

FROM: Mikel O'Brien, Sr. Labor Relations Manager
David Freiboth, Sr. Director, Labor Relations

SUBJECT: Collective Bargaining Agreement between the Port of Seattle and Teamsters Local 117 Representing Bus Drivers and PSRRs (Parking Services Revenue Representatives).

Additional cost over term: \$414,590

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a new collective bargaining agreement (CBA) between the Port of Seattle Teamsters Local 117 Representing Bus Drivers and Parking Services Revenue Representatives (Cashiers), covering a period from June 1, 2015, through May 31, 2018.

EXECUTIVE SUMMARY

Good faith bargaining between the Port of Seattle and Teamsters Local No. 117 resulted in a fair collective bargaining agreement consistent with the Port's priorities.

The estimated total additional cost for wages and benefits, including paid time off, pension and estimated health care benefits is \$414,590. The estimated cumulative additional cost per year of the contract is 2015/2016, \$72,552; 2016/2017, \$139,885; and 2017/2018, \$202,154. The cost is based upon a 2% increase in year 2015, a 2% increase in 2016 and a 3% increase in 2017.

JUSTIFICATION

The bargaining unit consists of 22 Employee Parking Bus Drivers and 22 Parking Services Revenue Representatives (PSRRs). The parties have concluded negotiations and seek authority for execution of the collective bargaining agreement. RCW Chapter 41.56 requires the Port of Seattle to collectively bargain wages, hours and working conditions with the exclusive bargaining representative designated by the employees.

SCOPE OF THE AGREEMENT

Term of the Agreement
June 1, 2015, through May 31, 2018.

Meeting Date: July 25, 2017

FINANCIAL IMPLICATIONS

Wages

Effective upon ratification, the Entry Rate for PSRR shall be \$16.50 and the After 1 year rate shall become \$16.75. Effective June 1, 2017 Bus Driver and PSRR rates shall be increased by \$.42/hour.

Wages for Bus Drivers and PSRRs will be adjusted by 2% on June 1, 2015; by 2% on June 1, 2016; and by 3% on June 1, 2017.

Each contract year, Bus Drivers with at least 12 months of service who meet the eligibility requirement of no driver caused accidents in the prior 12 months shall receive a 1% wage premium for the year.

Benefits

Effective June 1, 2017, employees will contribute \$75.00 toward the cost of the Health and Welfare monthly premium and employees will pay one half the month premium for the Teamsters Retirees’ Welfare Trust.

Leave

Vacation shall be capped at 240 hours per year. Vacation and Sick Leave for part time employees shall be accrued based on straight time hours compensated.

Other Changes

- The Port and the Union agree to meet and discuss scheduling and vacation bidding prior to contract expiration.
- Bus drivers will be issues an additional jacket.

| Cumulative Cost Impact \$ | Year 1 | Year 2 | Year 3 | Total |
|----------------------------------|-----------------|------------------|------------------|------------------|
| Labor | \$30,560 | \$61,731 | \$123,999 | \$216,290 |
| Benefits | \$41,992 | \$78,154 | \$78,154 | \$198,301 |
| Total | \$72,552 | \$139,885 | \$202,154 | \$414,590 |

ATTACHMENTS TO THIS REQUEST

- (1) Collective Bargaining Agreement between the Port of Seattle and the Teamsters Local 117 representing Bus Drivers and Parking Services Revenue Representatives

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None