



**COMMISSION
AGENDA MEMORANDUM**

Item No. 4a

ACTION ITEM

Date of Meeting September 12, 2017

DATE: September 6, 2017

TO: Dave Soike, Interim Executive Director

FROM: David Freiboth, Sr. Director, Labor Relations
Greg Gauthier, Labor Relations Manager

SUBJECT: Collective Bargaining Agreement between the Port of Seattle and the International Longshore and Warehouse Union Local 9 Representing Tour Group Coordinators.

Total Port Cost Increase for the Duration of the Agreement: \$68,205

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a new collective bargaining agreement (CBA) between the Port of Seattle and the International Longshore and Warehouse Union (ILWU) Local 9 representing Tour Group Coordinators (TGC) covering the period from March 1, 2016, through February 28, 2019.

EXECUTIVE SUMMARY

Good faith bargaining between the Port of Seattle and ILWU, Local 9 resulted in a fair collective bargaining agreement consistent with the Port's priorities.

The estimated total cumulative cost for wages and benefit increases is \$68,205. The estimated additional cost per year of the contract is: 2016, \$20,647; 2017, \$20,425; and 2018, \$27,133. The cost is based upon an average 1.8% increase in year 2016, an average 2% increase in 2017, followed by an average 2.5% increase in 2018¹.

JUSTIFICATION

The ILWU, Local 9 Tour Group Coordinators bargaining unit consists of 14 seasonal Tour Group Coordinators reporting to Airport Landside Operations. The Tour Group Coordinators help to coordinate the safe and efficient movement of charter buses and passengers within and between designated parking lots at or around the airport during the traditional peak cruise season (April through September).

¹ Averages are based upon the annual percentage increase of each Consecutive Season wage rate divided by 4 (number of grades).

Meeting Date: September 12, 2017

SCOPE OF THE AGREEMENT

Term of the Agreement

Retroactive to March 1, 2016, through February 28, 2019.

FINANCIAL IMPLICATIONS

Wages

	<u>Current</u>	<u>2016*</u>	<u>2017*</u>	<u>2018</u>
1 st Season	\$15.11	\$15.24	\$15.54	\$15.54
2 nd Consecutive Season	\$15.63	\$15.85	\$16.17	\$16.52
3 rd Consecutive Season	\$16.16	\$16.48	\$16.81	\$17.38
4 th Consecutive Season	\$16.68	\$17.14	\$17.49	\$18.25

*Retroactive wage payments shall only be given to those employees still employed within the bargaining unit upon execution of this Agreement.

Other Changes

- Deletion of Credit Union participation
- Inclusion of language recognizing Washington State’s new sick leave law that takes effect on January 1, 2018 (RCW 49.46.210(b) and 49.46.210(c))

ATTACHMENTS TO THIS REQUEST

1. Collective Bargaining Agreement (CBA) between the Port of Seattle and the International Longshore and Warehouse Union Local 9 representing Tour Group Coordinators covering the period from March 1, 2016, through February 28, 2019.

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None