



**COMMISSION
AGENDA MEMORANDUM**

Item No. 6g

ACTION ITEM

Date of Meeting November 12, 2019

DATE: November 5, 2019

TO: Stephen P. Metruck, Executive Director

FROM: David Freiboth, Senior Director of Labor Relations
Milton Ellis, Labor Relations Manager

SUBJECT: New collective bargaining agreement between the Port of Seattle and the International Brotherhood of Teamsters, Local 117, Teamsters, representing Traffic Support Specialists.

Total Port Cost Increase for the Duration of the Agreement: \$919,783

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a new collective bargaining agreement between the Port of Seattle and the International Brotherhood of Teamsters, Local 117, representing Traffic Support Specialists at the Police Department covering the period from October 10, 2019, through December 31, 2021.

EXECUTIVE SUMMARY

Good faith bargaining between the International Brotherhood of Teamsters, Local 117, representing Traffic Support Specialists and the Port of Seattle resulted in a fair collective bargaining agreement consistent with the Port's priorities.

There are currently fourteen (14) Traffic Support Specialists employed at the Port of Seattle who are assigned to the Port of Seattle Police Department. The Traffic Support Specialists are responsible for monitoring traffic on the airport drives at Sea-Tac.

This represents a first-time agreement for this bargaining group. The agreement is for two years and three months covering the period from October 10, 2019, through December 31, 2021. The estimated total cumulative cost for wages and benefit increases is \$919,783. The estimated cumulative cost per year of the contract is: year one \$29,534 (October 10, 2019, through December 31, 2019); year two, \$393,658 (2020); and year three \$496,591 (2021).

The cost is based upon a five-year salary step progression ranging from \$22.06 per hour to \$25.80 per hour effective in year one (October 10, 2019, through December 31, 2019) of the agreement; an estimated 2.5% cost of living increase in year two of the agreement; and an estimated 2.5% cost of living increase in year three of the agreement.

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The cost also consists of a 3.79% increase in health insurance in years two and three of the agreement.

Other additions to the agreement consist of incorporating a Union Security provision that comply with state law; a management rights provision that specifies all rights of management under the agreement; a seniority provision that provides for a one year probationary period and an opportunity for a Traffic Support Specialists to return to the bargaining unit at management's discretion if the employee leaves the unit for another position at the Port, but is not successful at the new position; a work schedule that provides a five day/eight hour or four day/ten hour work week; paid time off with an accrual allocation comparable to non-represented Port employees; the ability to cash out holidays on the basis of ten (10) recognized Port holidays; tuition reimbursement; the ability to participate in the Port of Seattle Deferred Compensation Plan and Flexible Spending Account program; paid parental leave as provided to other Port employees; a Grievance dispute resolution procedure that culminates in Arbitration; and the creation of a Labor Management Communication Committee to address issues impacting the bargaining unit. An annual job/shift bidding procedure was inserted in the agreement. A Drug testing procedure was also incorporated into the agreement.

A shift differential premium of 2.0% will be provided to Traffic Support Specialists who are assigned to the second shift. In addition, a Traffic Support Specialists who functions as a lead will receive a 4.0% differential premium.

Employees in the bargaining group will remain on the Port Medical plan in the first year of the agreement through December 31, 2019. Effective January 1, 2020, members of the bargaining group will enroll in Teamsters Medical Plan B for the duration of the agreement.

In regard to pension, employees in the bargaining group will continue coverage under the Washington State Public Employment Retirement System. Employees will also be enrolled in the Teamsters Pacific Coast Benefit Trust Supplemental pension plan.

Other additions to the agreement include sick leave language consistent with state law and contract language addressing the Washington State family medical leave provision that complies with state law. An Equal Employment Opportunity provision was included that complies with both state and federal law.

JUSTIFICATION

RCW Chapter 41.56 requires the Port of Seattle to collectively bargaining wages, hours and conditions of employment with the exclusive bargaining representative designated by the employees.

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DETAILS

Term of the Agreement

Retroactive to October 10, 2019, through December 31, 2021.

FINANCIAL IMPLICATIONS

Wages

Classification	Current Rate	Effective 10/10/19 Five Step Annual Salary Progression A Step	Effective 1/1/20 Base Hourly Rate (Est.+2.5% COLA)	Effective 1/1/21 Base Hourly Rate (Est.+2.5% COLA)
Traffic Support Specialists	\$21.94 and \$22.06	\$22.06 \$22.94 \$23.86 \$24.81 \$25.80	\$22.61 \$23.51 \$24.46 \$25.43 \$26.45	\$23.18 \$24.10 \$25.07 \$26.07 \$27.11

A five-step annual salary progression was provided retroactive to October 10, 2019¹. Employees were provided with an estimated 2.5% cost of living increase based on the Seattle/Tacoma/Bellevue CPI-U (All Urban Consumers) October 2018 to October 2019 Index in year two of the agreement (effective January 1, 2020). Employees were also provided with an estimated 2.5% cost of living increase based on the Seattle/Tacoma/Bellevue CPI-U (All Urban Consumers) October 2019 to October 2020 Index in year three of the agreement (effective January 1, 2021).

Members of the bargaining group assigned to the second shift will receive a 2.0% shift differential premium. In addition, a 4.0% premium will be provided to Traffic Support Specialists assigned as a lead.

¹ The parties negotiated a Christy Agreement which permits retroactive payment of wages to the date that the Union ratified the agreement which was October 10, 2019.

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Health and Welfare

Members of the bargaining group are currently enrolled in the Port Medical Plan. Effective January 1, 2020, members of the bargaining group will be enrolled in Teamsters Medical Plan B for the duration of the agreement.

Pension

Members of the bargaining group will continue coverage under the Washington State Public Employment Retirement System. Employees will also be enrolled in the Teamsters Pacific Coast Benefit Trust Supplemental pension plan where the Port will contribute forty-eight cents (\$0.48) per hour compensated in year one; sixty-eight cents (\$0.68) per hour compensated in year two and eighty-eight (\$0.88) per hour compensated in year three for employees in the bargaining unit.

Employee Orientation

The Union will have up to thirty (30) minutes to meet with new employees during the new employee orientation in accordance with state law.

Other Additions included:

- Management Rights provision
- Seniority Provision that provides for a one- year probationary period
- Holiday cash out provision
- Union Security provision in compliance with state law;
- Annual shift bid procedure
- Grievance Dispute resolution procedure
- Labor Management Communications committee
- Drug testing procedure
- Paid parental leave comparable to other Port employees;
- Sick leave provision in compliance with state law
- The Washington Paid Family and Medical Leave Act in compliance with state law;
- An Equal Employment Opportunity provision that complies with both state and federal law.

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Cost Impact \$	Year 1	Year 2	Year 3
Pay	\$11,809	\$78,400	\$40,269
Benefits	\$17,725	\$285,724	\$62,664
Total New Money	\$29,534	\$364,124	\$102,933
Total Cumulative Cost	\$29,534	\$393,658	\$496,591

The estimated total cumulative cost to the Port of Seattle for the duration of the contract is \$919,783.

ATTACHMENTS TO THIS REQUEST

1. Collective Bargaining Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None