



**COMMISSION
AGENDA MEMORANDUM**

Item No. 8f

ACTION ITEM

Date of Meeting January 9, 2024

DATE: December 15, 2023

TO: Stephen P. Metruck, Executive Director

FROM: Spruce Metzger, Labor Relations Manager

SUBJECT: Port of Seattle – ILWU Local 9 Memorandum of Understanding Re: Mid-Shift Differential

Amount of this request: Approximately \$318,729

ACTION REQUESTED

Request Commission authorization for the Executive Director to enter into an MOU with ILWU Local 9 that creates an exception to existing CBA language and makes Security Access Specialist shifts beginning at 3:00am eligible to receive a 10 percent mid-shift differential.

EXECUTIVE SUMMARY

The Port of Seattle and the ILWU Local 9, representing 153 Security Access Specialists (SAS) at the airport are parties to a Collective Bargaining Agreement (CBA) expiring 12/31/2023. Security Access Specialists are responsible for performing regulated tasks required under the various TSA Regulations applicable to the Airport, including monitoring and controlling access to Security Identification Display Area (SIDA), screening and inspecting Airport Workers, their accessible property, and all commodities and consumables being delivered to secured areas of the airport, and monitoring and enforcing stakeholder compliance with the Airport Security Program.

The Port and ILWU Local 9 have tentatively agreed to a Memorandum of Understanding (MOU) providing that any shift that begins at 3:00am would qualify for the Mid Shift differential. The terms of the MOU only apply to the Shift Bid that begins on January 7, 2024. as the Parties are currently in CBA bargaining with the CBA set to expire on December 31, 2023.

The current CBA provides for a shift differential of 10% of the base wage rate to employees who work the majority of their hours between 11:00pm and 6:59am.

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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.

DETAILS

The shift schedule for Security Access Specialists (SAS) in Aviation Security that begins on January 7, 2024, includes an increase of 45 10-hour shifts beginning at 3:00 and ending at 1:00pm in order to accommodate the high volume of employee screening needed in the early hours of the morning at SEA.

COST

Annual cost of the MOU is estimated to be \$318,729, based on 2023 wage rates.

ATTACHMENTS TO THIS REQUEST

- (1) Memorandum of Understanding

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

n/a