



**COMMISSION  
AGENDA MEMORANDUM**

**Item No.** 8g

**ACTION ITEM**

**Date of Meeting** February 13, 2024

**DATE:** February 6, 2024

**TO:** Stephen P. Metruck, Executive Director

**FROM:** Mikel O'Brien, Senior Director of Labor Relations  
Matthew Bullock, Labor Relations Manager

**SUBJECT: New collective bargaining agreement between the Port of Seattle and the PROTEC17, representing Airport Duty Managers (ADM)**

**Total Port Cost Increase for the Duration of the Agreement: \$957,403.00**

**ACTION REQUESTED**

Request Commission authorization for the Executive Director to execute a new collective bargaining agreement (CBA) between the Port of Seattle and PROTEC17, representing Airport Duty Managers at the Port of Seattle covering the period from May 21, 2022, through May 20, 2025.

**EXECUTIVE SUMMARY**

Good faith bargaining between the PROTEC17, representing Airport Duty Managers and the Port of Seattle resulted in a fair collective bargaining agreement (CBA) consistent with Port's priorities.

There are currently fourteen (14) Airport Duty Managers employed at the Port of Seattle who oversee the day-to-day operation of the Airport, ensuring the airport operates safely, efficiently, and in compliance with regulation. They fix/solve or route issues to the proper team to solve. This position is a highly visible public facing representative of the airport operations. The Airport Duty Manager is the primary point-of-contact for day-to-day information regarding safety, emergencies, compliance construction, airlines, passengers and tenants.

This agreement is for a three-year period from May 21, 2022, through May 20, 2025. The estimated total additional cost for wages and benefit increases is \$957,403.00. The estimated additional cost per year of the contract is: year one, \$234,234.00; and year two, \$439,149.00; and year three \$284,020.00. The cost is based on an annual wage increase of 8% year 1, 6% year 2. Additionally in year 3, employees will move to a step progression scale based on tenure and a COLA increase of 0-6%, based on the CPI-U February to February index.

Meeting Date: February 13, 2024

This is the first Collective Bargaining Agreement between PROTEC17 and the Port following PERC’s certification of the bargaining unit in 2021.

Language was included under the Employment Opportunity provision acknowledging the Port and the Union commitment to equity, diversity, and inclusion.

**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**

Term of the Agreement

Retroactive to May 21, 2022, through May 20, 2025.

**FINANCIAL IMPLICATIONS**

***Wages***

Classification	Current Rate	Effective 5/21/22 Base Hourly Rate (8%)	Effective 5/21/23 Base Hourly Rate (6%)	Effective 5/21/24 Annual Salary Move to Step progression based on tenure	Effective 5/21/24 Annual Salary CPI-U 0-6% (Feb 2024) *Estimated numbers below based on 4.4%
Airport Duty Manager	\$91,594.00 – 95,729.16	\$98,921.52 - \$103,387.49	\$104,856.81 - \$109,590.74	Step 1 – \$108,000 Step 2 – \$112,000 Step 3 – \$116,000 Step 4 – \$120,000	Step 1 – \$114,480 Step 2 – \$118,720 Step 3 – \$122,960 Step 4 – \$127,200

Employees were provided with an eight percent (8%) increase in year one of the agreement; a six percent (6%) increase in year two of the agreement. In year three of the agreement employees move to a step progression system based on tenure in position with Step 1 - \$108,000 annual salary, Step 2 - \$112,000 annual salary, Step 3 – \$116,000 annual salary, and Step 4 – 120,000. Additionally, a cost-of-living increase in year three of the agreement 0-6% based on the Seattle/Tacoma/Bellevue CPI-U (All Urban Consumers) February to February Index.

***Other Changes***

- Equal Employment Opportunity modified to reflect the Port and Union’s commitment to diversity, equity, and inclusion.

**ATTACHMENTS TO THIS REQUEST**

1. Collective Bargaining Agreement

**PREVIOUS COMMISSION ACTIONS OR BRIEFINGS**

None.