

**PORT OF SEATTLE**  
**MEMORANDUM**

**COMMISSION AGENDA**

Item No. 6d

Date of Meeting May 5, 2009

**DATE:** April 14, 2009

**TO:** Tay Yoshitani, Chief Executive Officer

**FROM:** David Leon, Labor Relations Manager  
Gary Schmitt, Labor Relations Director

**SUBJECT:** The Labor Relations Director requests Port Commission authorization for the Chief Executive Officer to execute this new Collective Bargaining Agreement between the International Brotherhood of Teamsters Local Union No. 117 representing Credential Specialists.

**BACKGROUND**

This Agreement covers 7 positions within the Aviation Security Department.

**BUSINESS STRATEGIES**

This Collective Bargaining Agreement supports the Port's strategy of "High Performance Organization."

**LENGTH OF THE AGREEMENT**

Term of the Agreement: July 1, 2008 through June 30, 2012.

**NEGOTIATED TERMS**

I. Wages

- Effective June 1, 2008 – 3.4% wage increase, based on Seattle-Tacoma-Bremerton CPI-U (Feb. – Feb.)
- Effective June 1, 2009 – 100% of Seattle-Tacoma-Bremerton CPI-U (Feb. – Feb.), minimum 2% / maximum 6%
- Effective June 1, 2010 – 100% of Seattle-Tacoma-Bremerton CPI-U (Feb. – Feb.), minimum 2% / maximum 6%
- Effective June 1, 2011 – 100% of Seattle-Tacoma-Bremerton CPI-U (Feb. – Feb.), minimum 2% / maximum 6%
- The current progression steps will change as follows: 6 months changes to 12, 18 months changes to 24, and 30 months changes to 36.

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- New progression steps will be added at 5, 8, 12, and 16 years, with a 3% wage increase per step above the previous step.
- Attached spreadsheet details anticipated cost increases associated with this proposed agreement.

### II. Pension

- Contributions to the Pacific Coast Benefits Trust will be as follows, per employee hour compensated:
  - Effective June 1, 2008 -- \$0.95
  - Effective June 1, 2009 -- \$1.05
  - Effective June 1, 2010 -- \$1.20
  - Effective June 1, 2011 -- \$1.35

### III. Health Care

- Continuing full health care coverage for employees through increased contributions to the Teamsters' health care plan as follows:
  - \$828.40 per employee per month for continued benefits under "PLAN A" (\$799.00 with Time Loss "Plan A" (\$20.00), and Life Insurance "Plan A" (\$9.40).
  - Dental - Contribute the sum of \$117.54 per employee per month for continued benefits under the "PLAN A."
  - Vision - Contribute the sum of \$11.35 per employee per month for continued benefits under the "EXTENDED BENEFITS."
  - Discontinuing Teamsters' Long-Term Disability coverage; employees must now opt into the Port's plan if they want coverage.

### IV. Retirees' Health & Welfare

- Continuing to provide retirees health & welfare through increased monthly contributions to the RWT Plus plan as follows:
  - Effective June 1, 2008 -- \$64.85
  - Effective June 1, 2009 -- \$74.85
  - Effective June 1, 2010 -- \$84.85
  - Effective June 1, 2011 -- \$94.85

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### V. Jurisdiction

- Removing Pier 69 badges from unit jurisdiction; adding language clarifying jurisdiction over airport badges.

### VI. Time & Leave

- Updating bereavement leave provisions to synch with new HR-5
- Conversion from vacation, personal appointment time & sick leave to PTO and EI, consistent with new HR-5

### VII. Furlough-Equivalent

- Reducing paid time for 2009 by 80 hours per employee, through 5 office-shutdown (i.e., furlough) days and 5 unpaid holidays.

### VIII. Miscellaneous

- Requiring all employees to use direct deposit
- Seniority -- Denying probationary employees access to the grievance procedure; enumerating ways seniority may be broken; requiring a seniority list to be posted in the workplace & sent at least annually to the union; specifying seniority is date of hire into bargaining unit, rather than date of hire into the organization.
- Deleting “zipper” clause.
- Clarifying some aspects of grievance procedure; imposing some new time limits; replacing list of standing arbitrators with application to FMCS for a list.
- Deleting language extending agreement “from year-to-year” after expiration; deleting language requiring future agreements to begin July 1.

## **REQUESTED ACTION**

The Labor Relations Director requests Port Commission authorization for the Chief Executive Officer to execute this new Collective Bargaining Agreement between the International Brotherhood of Teamsters Local Union No. 117 representing Credential Specialists.