

PORT OF SEATTLE
MEMORANDUM

COMMISSION AGENDA

Item No. 6g

Date of Meeting June 23, 2009

DATE: May 15, 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 a new Collective Bargaining Agreement between the International Brotherhood of Teamsters Local Union No. 117 representing Bus Drivers and Parking Service Revenue Representatives (PSRRs).

BACKGROUND

This Agreement covers approximately 50 positions within the Aviation Operations Department, Landside Operations.

BUSINESS STRATEGIES

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

LENGTH OF THE AGREEMENT

Term of the Agreement: June 1, 2008 through May 31, 2012.

NEGOTIATED TERMS

I. Wages

- Effective June 1, 2008 – 4.7% wage increase, based on Seattle-Tacoma-Bremerton CPI-U (Apr.-Apr. 2008)
- For Bus Drivers: Effective June 1, 2009 – 100% of Seattle-Tacoma-Bremerton CPI-U (Apr.-Apr.), minimum 2% / maximum 6%
- For PSRRs: Effective June 1, 2009 – 4% wage increase
- Effective June 1, 2010 – 100% of Seattle-Tacoma-Bremerton CPI-U (Apr.-Apr.), minimum 2% / maximum 6%
- Effective June 1, 2011 – 100% of Seattle-Tacoma-Bremerton CPI-U (Apr.-Apr.), minimum 2% / maximum 6%

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- Attached spreadsheet details anticipated cost increases associated with this proposed agreement.

II. Pension

For PSRRs:

Increased contributions to the Pacific Coast Benefits Trust will be as follows, per employee hour worked:

<u>6/1/08</u>	<u>6/1/09</u>	<u>6/1/10</u>	<u>6/1/11</u>
\$0.75	\$0.80	\$0.85	\$0.90

Increased contributions to the Western Conference of Teamsters Pension Trust Fund will be as follows, per employee hour worked:

<u>6/1/08</u>	<u>6/1/09</u>	<u>6/1/10</u>	<u>6/1/11</u>
\$1.54	\$1.60	\$1.68	\$1.77

For Bus Drivers:

Increased contributions to the Western Conference of Teamsters Pension Trust Fund will be as follows, per employee hour worked:

<u>6/1/08</u>	<u>6/1/09</u>	<u>6/1/10</u>	<u>6/1/11</u>
\$2.44	\$2.50	\$2.56	\$2.66

III. Health Care

- Continuing full health care coverage for employees through increased contributions to the Teamsters' health care plan as follows:
 - \$849.55 per employee per month for continued benefits under "PLAN A" (\$813.90) with Time Loss "Plan A" (\$20.00), and Life Insurance "Plan A" (\$9.40), and Long-Term Disability (\$6.25).
 - Dental - Contribute the sum of \$119.54 per employee per month for continued benefits under the "PLAN A."

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- Vision - Contribute the sum of \$11.35 per employee per month for continued benefits under the "EXTENDED BENEFITS."

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 July 1, 2011 -- \$94.85

V. Furlough-Equivalent

- For Bus Drivers: equivalent of 80 hours pay deducted from retroactive paycheck upon signing of this agreement
- For Cashiers: 48 hours unpaid holidays + 32 hours furlough

VI. Miscellaneous

- Adding management's right clause
- Requiring all employees to use direct deposit
- Consolidation and increased efficiency in provisions addressing scheduling.
- Extending timelines for management to respond to grievances; implementing timelines for parties to file for arbitration; adding new provisions for mediation; adding a written grievance form.
- Deleting language extending agreement "from year-to-year" after expiration; deleting language requiring future agreements to begin June 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 Bus Drivers and PSRRs.