

PORT OF SEATTLE
MEMORANDUM

COMMISSION AGENDA

Item No. 6b

Date of Meeting August 25, 2009

DATE: August 5, 2009

TO: Tay Yoshitani, Chief Executive Officer

FROM: 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 Longshore and Warehouse Union, Local 9, representing Ground Transportation Agents and Guest Service Representatives.

BACKGROUND

This Agreement covers 18 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: March 1, 2009 to March 30, 2012.

NEGOTIATED TERMS

I. Wages

- Effective April 1, 2009 – 4% wage increase, based on market comparables
- Effective April 1, 2010 and April 1, 2011 – 100% of Seattle-Tacoma-Bremerton CPI-W (Feb.-Feb.), minimum 2% - maximum 6%

II. Health Care

- Continuing health care coverage under the Port's plan for non-represented employees.

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III. Furlough-Equivalent

- An 80-hour per employee furlough program was negotiated, but prior to employee ratification of this contract; the Aviation Operations Department completed business planning for 2010, which involved layoffs of 8 out of the bargaining unit's 18 members, effective October 2009. In light of this reduction in force, the Department, with Labor Relations' counsel, withdrew its furlough proposal, so as not to unfairly burden the unit with both furlough requirements and reductions in force in 2009.

IV. Miscellaneous

New provisions were added to this contract as follows:

- Requiring all employees to use direct deposit
- Adding reduction-in-force provisions similar to HR-10
- Bereavement leave and extended illness leave provisions made more consistent with HR-5
- Incorporating language from a prior supplemental memorandum of understanding regulating overtime
- Formalizing past practice of providing commute trip reduction benefit
- Minor adjustments to job descriptions; reopener language to modify the job classifications

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 Longshore and Warehouse Union, Local 9, representing Ground Transportation Agents and Guest Service Representatives.