

PORT OF SEATTLE
MEMORANDUM

COMMISSION AGENDA

Item No. 6c

Date of Meeting August 25, 2009

DATE: July 30, 2009

TO: Tay Yoshitani, Chief Executive Officer

FROM: Gary Schmitt, Labor Relations Director

SUBJECT: Request for authorization for the Chief Executive Officer to execute a new Labor Agreement between the Port of Seattle and the Seattle Building and Construction Trades Council, Maintenance Agreement Addendum.

BUSINESS STRATEGIES FOR 2008 - 2010

This labor agreement supports the Port's strategy for "High Performance Organization."

BACKGROUND

This agreement covers 84 employees, members of the following unions

Operating Engineers Local 302:	3 employees
Laborers Local 440/242:	56 employee
Plumbers Local 232:	4 employees
Painters Local 5/1094:	15 employees
Sprinkler Fitters Local 699:	4 employees
Sheet metal workers Local 66;	2 employees

The current agreement expired on December 31, 2007, however there was an extension agreement. This contract is tied to the outside rate and the Union has requested that we back date the contract so that the contract cycles are consistent.

The Building Trades Council Unions are participating in the 80 hour furlough. The Unions were instrumental in achieving the necessary budget reductions for represented employees, and have continued to cooperate with and partner with Management and Labor Relations to assure the administration of the furlough program is successful.

SCOPE OF THE AGREEMENT

Term of the Agreement:

- January 1, 2008 through December 31, 2010

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Wages:

- Wages shall continue to be 88% of the existing Uptown Agreement rates of pay. Emergency Hires, non-FTE positions that do not receive PTO benefits are paid at 100% of the Uptown agreement. Current 2009 Uptown Hourly Rates attached.
- Swing shift differential: Employees working a full eight (8) hour shift shall receive a shift differential of 10% over their regular rate.
- Graveyard shift differential: Employees working a full eight (8) hour shift shall receive a shift differential of 15% over their regular rate.
- Painters shall no longer receive premium pay for special assignments. In lieu of all premium pay, Painters shall receive a nine percent (9%) premium pay on top of the base wage rate on all regularly compensated hours.

Benefits:

- There is no change to the benefits from the last contract.
- Employees shall continue to be on a Paid Time Off.
- Long term care insurance: Employees shall be eligible to participate in this employee-paid benefit.
- Employees shall be eligible to participate in the Port's Flexible Spending Accounts.

Other:

- Bereavement leave is now three paid days leave, with an additional two paid days off if the funeral is out of state or the employee is very involved with arraignments for the deceased. This is changed from the last contract, which provided three days paid leave and two additional days unpaid. Additional days must still be approved by management.
- Safety Shoes: Employees shall receive \$100.00 stipend for the purchase price or repair of ANSI approved footwear. This is changed from the last contract, which provided \$80 reimbursement. We made this change to reduce the amount of administrative time processing the reimbursements.

REQUESTED ACTION

The Labor Relations Director requests Port Commission authorization for the Chief Executive Officer to execute this new Labor Agreement between the Port of Seattle and the Seattle Building and Construction Trades Council, Maintenance Agreement Addendum.