

PORT OF SEATTLE
MEMORANDUM

COMMISSION AGENDA

Item No. 6d

Date of Meeting August 25, 2009

DATE: July 31, 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 Pacific Northwest Regional Council of the United Brotherhood of Carpenters and Joiners of the America, Carpenters Union, Local No. 131.

BUSINESS STRATEGIES FOR 2008 - 2010

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

BACKGROUND

This agreement covers twenty-three (23) employees, members of the Pacific Northwest Regional Council of Carpenters of the United Brotherhood of Carpenters and Joiners of America. The Carpenters, Local 131, pulled out of the Seattle Council of Building Trades. The new agreement is based on the Maintenance Addendum they had previously been party to.

The Carpenters Union Local 131 is participating in the 80 hour furlough. The Union was 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, 2009 through December 31, 2012

Wages:

- Wages shall continue to be 88% of the existing AGC Agreement rates of pay.
- 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.

Benefits:

- There is no change to the benefits from the last contract, the Maintenance Addendum.
- 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 Pacific Northwest Regional Council of Carpenters of the United Brotherhood of Carpenters and Joiners of America, Local 131.