

PORT OF SEATTLE
MEMORANDUM

COMMISSION AGENDA

Item No. 5e

Date of Meeting February 10, 2009

DATE: January 20, 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 this new Collective Bargaining Agreement between the International Brotherhood of Teamsters Local Union No. 117 representing Police Specialists.

BACKGROUND

This Agreement covers nine (9) positions within the Police Department.

BUSINESS STRATEGIES

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

SCOPE OF THE AGREEMENT

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

BENEFITS

Wage Adjustments:

- Effective July 1, 2008: 3.4% Cost of Living Adjustment (COLA).
- Effective July 1, 2009: 100% CPI-U COLA (2% minimum – 6% maximum).
- Effective July 1, 2010: 100% CPI-U COLA (2% minimum – 6% maximum).
- Effective July 1, 2011: 100% CPI-U COLA (2% minimum – 6% maximum).
- Effective July 1, 2008: Eliminate Police Specialist II classification (5% premium).
- Effective July 1, 2008: Create longevity pay system (2% @ 5 years; 3% @ 10 years; 4% @ 15 years; 5% @ 20 years).

Health and Welfare:

- Full maintenance of health & welfare benefits for duration of Agreement.
- Effective January 1, 2009: Employees begin contributing one-half (1/2) of monthly premium for Retiree Welfare Trust.

Pension:

- Effective January 1, 2009: Increase Port's hourly contribution to Pacific Coast Benefit Trust from \$0.85 to \$1.35 per hour for duration of Agreement.

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Other Changes:

- Update contract provisions to reflect Port policies and procedures:
 - Equal Employment Opportunity
 - Educational Reimbursement
 - Shared Leave
 - Expense Reimbursement and Reporting
 - Bereavement Leave
- Mandatory direct deposit
- Specific and exclusive management rights clause.
- Streamlined grievance procedure and process.
- New process for holiday pay.

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 Police Specialists.