

PORT OF SEATTLE
MEMORANDUM

COMMISSION AGENDA

Item No. 6a

Date of Meeting 2/23/2010

DATE: January 4, 2010

TO: Tay Yoshitani, Chief Executive Officer

FROM: Lisa Hornfeck, Manager, Labor Relations

SUBJECT: Collective Bargaining Agreement between the Port of Seattle and the International Association of Machinists, Local 289 representing Parts Procurement Representatives.

REQUESTED ACTION:

Request for authorization for the Chief Executive Officer to execute a new Collective Bargaining Agreement between the Port of Seattle and the International Association of Machinists, Local 289 representing Parts Procurement Representatives.

BACKGROUND:

This agreement covers eleven (11) parts procurement representatives, working in Aviation Maintenance. This group of organized workers was certified September 25, 2008, as the bargaining representative.

In 2009 the parties did not adopt a uniform hourly wage and agreed to a wage freeze in 2009 due to economic challenges facing the Port.

Due to the continuing financial challenges the Port is facing for 2010, the Union and Management have agreed to a proposed one year extension of the current 2009 contract with some minor clarifications. The employees will continue to be paid according to their non-represented pay scale, with an average total compensation increase of three percent (3%) per employee. The hourly wage increases are weighted to bring the employees at the lower end of the scale and the employees at the higher end of the wage scale closer to a mid-point range. The parties anticipate bargaining a uniform hourly rate at the end of this contract cycle, December 2010.

The proposed agreement is for a one year term, so that a new unified wage scale may be addressed and implemented in January 2011. The employees will continue in the PERS pension program.

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Tay Yoshitani, Chief Executive Officer

January 4, 2010

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SCOPE OF THE AGREEMENT

Term of the Agreement

January 1, 2010 – December 31, 2010

Wages

Effective upon ratification, this Collective Bargaining Agreement shall provide the following:

2010: Hourly wage rates and cost analysis is attached.

Pension Plan:

Effective upon ratification, this Collective Bargaining Agreement shall provide the following:

- The Port shall continue to pay the PERS contribution for each employee for 2010.

Other Changes:

1. Addition of language to allow for Veteran's Fellows assignment to work group for periods up to six months.