

PORT OF SEATTLE
MEMORANDUM

COMMISSION AGENDA

Item No. 5c
Date of Meeting November 8, 2011

DATE: October 31, 2011
TO: Tay Yoshitani, Chief Executive Officer
FROM: Trish Murphy, Labor Relations Manager
SUBJECT: Collective Bargaining Agreement between the Port of Seattle and Teamsters Local 117, representing Police Non-Sworn Supervisors.

ACTION REQUESTED:

Request authorization for the Chief Executive Officer to execute a new Collective Bargaining Agreement (CBA) between the Port of Seattle and Teamsters Local 117, representing Police Non-Sworn Supervisors. The CBA covers the period from January 1, 2011, through December 31, 2013.

SYNOPSIS:

This agreement covers the Non-Sworn Supervisor bargaining unit in the Police Department. The bargaining unit currently consists of one Police Administrative Supervisor position and two Communications Supervisor positions. The existing maintenance of benefits language will remain in the agreement. The total additional estimated cost to the Port for the duration of the agreement is \$20,533.

SCOPE OF THE AGREEMENT:

Term of the Agreement

January 1, 2011 – December 31, 2013.

Wages

Effective the first full pay period of January, 2011, base hourly wage rates will increase by 1%.

Effective the first full pay period of January, 2012, base hourly wage rates will increase by an amount equal to one hundred percent (100%) of the Seattle/Tacoma/Bremerton CPI-U (All Urban Consumers), October to October, with a zero percent (0%) minimum and a six percent (6%) maximum.

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Effective the first full pay period of January, 2013, base hourly wage rates will increase by an amount equal to one hundred percent (100%) of the Seattle/Tacoma/Bremerton CPI-U (All Urban Consumers), October to October, with a zero percent (0%) minimum and a six percent (6%) maximum.

Benefits

Domestic Partner Benefits: The terms of an MOU providing for domestic partner benefits were incorporated into the contract.

Washington Teamsters Health and Welfare Trust: The existing maintenance of benefits language will remain in the agreement. From 2010 to 2012, adjustments made to Health & Welfare costs are shown in the following table:

	2010	2011	2012
Medical (includes Time Loss Plan and 9-mo. Disability Waiver)	\$977.90	\$1,070.70	\$1,142.10
Dental	127.10	134.40	127.79
Vision	11.75	14.45	14.20
Total	\$1,116.75	\$1,219.55	\$1,284.09

Pacific Coast Benefits Trust: Supplemental pension rates remain consistent with the prior Agreement (\$1.50 per hour), and there is no increased cost to the Port.

RWT Retirees Welfare Trust "RWT-PLUS PLAN": The Port's cost increased by \$5 per month per employee on January 1, 2011. Specifically, the rate increased by \$10 per month, and the Port is responsible for paying half of the monthly cost. There will be no increase for 2012. The rate for 2013 currently is unknown and will be determined by the Trust at a later date.

Other Changes

Bulletin Board and Union Communication (Article 5): New language references restrictions on use of Port equipment and systems.

Probation (Article 9): Length of probation increases from six months to twelve months.

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Jury Duty (Article 10): New language clarifies the expectations for schedule changes and work hours when an employee serves jury duty.

Holiday Leave (Article 14): Incorporates into the bargaining agreement the terms of a memorandum of agreement providing for a pool of holiday hours for the Communications Specialists, because recognition of traditional holidays does not fit well with the 24-hour nature of the work in the Communications Center. The concept is used by other units in the Police Department.

Cost Increases

- For 2011, the additional cost to the Port for wages is \$2,101 and for benefits is \$3,880 for a total cost increase of \$5981.
- For 2012, the estimated additional cost to the Port for wages is \$4,363 (2% increase) and for benefits is \$2,323, for an estimated total cost increase of \$6,686.
- For 2013, the estimated additional cost to the Port for wages is \$4,450 (2% increase). The estimated additional cost of benefits is \$3,416 (7% increase for Health & Welfare + anticipated additional \$180 for RWT). The estimated total cost increase for 2013 is \$7,866.

The total estimated increased cost to the Port for wages and benefits for duration of the three-year contract is \$20,533.

OTHER DOCUMENTS ASSOCIATED WITH THIS REQUEST:

Collective Bargaining Agreement between the Port of Seattle and Teamsters Local 117, representing Non-Sworn Supervisors.

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS:

None.