

PORT OF SEATTLE
MEMORANDUM

COMMISSION AGENDA

Item No. 5g

Date of Meeting December 13, 2011

DATE: December 7, 2011

TO: Tay Yoshitani, Chief Executive Officer

FROM: Kim Ramsey, Labor Relations Manager

SUBJECT: Memorandum of Agreement between the Port of Seattle and the International Longshore and Warehouse Union Local 9 Aviation Operations / Aviation Security.

ACTION REQUESTED:

Request Commission authorization for the Chief Executive Officer to execute a new Memorandum of Agreement (MOA) between the Port of Seattle and the International Longshore and Warehouse Union Local 9 Aviation Operations / Aviation Security, to provide for the temporary assignment of bargaining unit members to positions outside of the bargaining unit.

BACKGROUND:

This MOA covers one hundred and nine (109) employees who perform Aviation Security and Aviation Operations functions at Sea-Tac.

This MOA permits the Port, with union concurrence, to make temporary out of class assignments to bargaining unit members to positions outside of the bargaining unit. Under the agreement, employees who are assigned to temporarily fill positions outside the bargaining unit will be compensated at the rate established by Human Resources for the temporary position. In addition, employees assigned shall retain their seniority status upon return to their bargaining unit position.

This MOA extends to the Port an important staffing and development tool for Aviation management well established among the non-represented portion of the Port's workforce. Members of this bargaining unit have specialized knowledge and skills and are needed from time to time and for development purposes to cover supervisory and other capacities requiring that knowledge and skill.

This MOA further provides that assignments are voluntary; the Port retains the right to end the assignment at any time and union dues continue through the out of class assignment period.

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Assignments, generally, would be no more than six months; however, extended assignments with agreement by the union are permitted under the MOA.

OTHER DOCUMENTS ASSOCIATED WITH THIS REQUEST:

Memorandum of Agreement (attached)

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS:

None.