

PORT OF SEATTLE
MEMORANDUM

COMMISSION AGENDA

Item No. 5a

Date of Meeting January 10, 2012

DATE: January 4, 2012

TO: Tay Yoshitani, Chief Executive Officer

FROM: Kim Ramsey, Labor Relations Manager

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

ACTION REQUESTED:

Request authorization for the Chief Executive Officer to execute a new Collective Bargaining Agreement (CBA) between the Port of Seattle and the International Longshore and Warehouse Union Local 9 Representing Aviation Operations / Aviation Security covering the period from April 1, 2011 through December 31, 2014. The total additional estimated costs to the Port for the life of the contract include \$362,026 in total wage increases and \$46,905 in known increases in medical and dental benefit costs. Additional costs for medical and dental benefits will be determined as part of the on-going management of the Port's self insured health benefits plan.

SYNOPSIS:

This agreement covers 109 employees who perform critical aviation security, airfield safety and communications work at Sea-Tac International Airport. The current agreement with extensions expired on March 31, 2011.

This agreement reflects appropriate fiscal constraint by providing a 0% COLA floor while maintaining the 6% COLA ceiling. New scheduling language increases management flexibility to avoid unnecessary overtime. The agreement also includes new provisions that strengthen a merit based approach to promotions while also recognizing length of service.

SCOPE OF THE AGREEMENT:

Term of the Agreement:

April 1, 2011 – December 31, 2014

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Wages:

Wage provisions of the agreement include the following:

- April 1, 2011 - 2.1% increase over 2010 rates.
- Added Senior Access Controller, Lead position at 5% over rate of non-lead position.
- 2012 – COLA - Oct. to Oct. CPI-U Seattle/Tac/Bremerton Index (0 to 6%).
- 2013 – COLA - Oct. to Oct. CPI-U Seattle/Tac/Bremerton Index (0 to 6%).
- 2014 – Wage Opener.

Benefits:

For 2012, the estimated additional cost to the Port for medical benefits is \$15,635.12.

Insufficient information is available at this time to effectively estimate benefit increases for 2013 and 2014. However, some increase over 2012 rates is anticipated.

Other Changes:

- Article 11: Modification of seniority advancement provisions that provide certification and performance requirements for promotion to Airfield Operations Specialist and Senior Operations Controller positions.
- Article 14: Modification of hours of work provisions for clarity and to improve flexibility to adjust schedules to accommodate training for Aviation Operations employees without incurring additional overtime costs.
- Article 22: Increased shoe allowance from \$80 to \$100 annual reimbursement.
- Article 33: Labor Management Committee provision to update job descriptions.
- Article 35: Contract Re-opener to allow mid-term bargaining over intermittent workforce of Construction Support Specialists in anticipation of national health care reform.

OTHER DOCUMENTS ASSOCIATED WITH THIS REQUEST:

Collective Bargaining Agreement by and between the Port of Seattle and the International Longshore and Warehouse Union Local No. 9.

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS:

None.