

**PORT OF SEATTLE**  
**MEMORANDUM**

**COMMISSION AGENDA**  
**ACTION ITEM**

<b>Item No.</b>	<u>5e</u>
<b>Date of Meeting</b>	<u>June 4, 2013</u>

**DATE:** May 28, 2013  
**TO:** Tay Yoshitani, Chief Executive Officer  
**FROM:** Kim Ramsey, Labor Relations Manager  
**SUBJECT:** Collective Bargaining Agreement between the Port of Seattle and Teamsters Local Union No. 117 representing Employee Parking Bus Drivers and Public Parking Service Revenue Representatives

**Total Port Cost Increase for the Duration of the Agreement:** \$256,247

**Source of Funds:** Aviation Division, Landside Operations Employee Parking and Public Parking operating budgets

**ACTION REQUESTED:**

Request Commission authorization for the Chief Executive Officer to execute a new collective bargaining agreement (CBA) between the Port of Seattle (Port) and the Teamsters Local Union No. 117 (Union), representing the Employee Parking Bus Drivers and Public Parking Service Revenue Representatives (PSRR), covering the period June 1, 2012, through May 31, 2015, and affecting 41 positions, including regular full-time, regular part-time, and unscheduled part-time employees.

**SYNOPSIS:**

Good faith bargaining between Teamsters Local Union No. 117 and the Port of Seattle resulted in a fair contract consistent with the Port's priorities. The estimated additional cost per year of the contract is: year one \$92,933; year two \$74,293; year three \$89,021.

For the first time, this CBA provides employee premium cost sharing for medical benefits (\$30/month in 2014 and \$50/month in 2015). In addition, this CBA significantly restructures the wage scales and schedule bid processes that provides for both operational efficiency and economic sustainability in the Employee Parking and Public Parking businesses. The CBA also includes modest increases to pension contributions and, for long service drivers, lump sum payments and an incentive pay component that were negotiated as part of a total package containing a number of union concessions, including but not limited to fixed wage rates with no COLA adjustments, medical premium sharing, operations-based rather than employee-preference driven schedules, and limits on leave cancellations advantageous to business operations.

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### **BACKGROUND:**

The 41 employees in this bargaining unit provide bus shuttle service to customers of the Port's Employee Parking business and provide cashiering and other customer service functions to the Port's Public Parking business.

### **PROJECT JUSTIFICATION:**

RCW Chapter 41.56 requires the Port of Seattle to collectively bargain wages, hours and working conditions with the exclusive bargaining representative designated by the employees.

### **SCOPE OF THE AGREEMENT:**

Term of Agreement:

June 1, 2012 – May 31, 2015

### **New Wages Scales:**

Bus Drivers	Hourly rates
Entry	\$18.00
6 mo.	\$18.31
1 year	\$19.06
2 years	\$19.81
3 years	\$20.56
4 years	\$21.31
5 years	\$22.06
6 years	\$22.81
7 years	\$23.56

PSRR	Hourly rates
Entry	\$15.00
1 year	\$15.75
2 years	\$16.50
3 years	\$17.25
4 years	\$18.00
5 years	\$18.75
6 years	\$19.50
7 years	\$20.25
8 years	\$21.00
9 years	\$21.75
10 years	\$22.50

- Implementation of new rates varies depending on length of service;
- Drivers at top step will receive a 1% of previous 12 month gross wages lump sum June 1, 2013, and June 1, 2014;

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- Drivers at top step will be eligible for a .5% incentive for good performance on top of base rate in year 2 and a 1% incentive for good performance on top of base rate in year 3;
- Employees who serve as trainers shall receive \$1.00 over base rate for hours spent training others.

### **Benefits:**

- Western Conference of Teamsters Pension Trust contribution rates of \$2.76 per hour compensated effective June 1, 2012, \$2.86 per hour compensated effective June 1, 2013, \$2.96 per hour compensated effective June 1, 2014;
- Pacific Coast Benefit Trust contribution rates of \$1.00 per hour compensated for life of contract;
- Retiree's Welfare Trust contribution rate of \$94.85 per month for life of contract;
- Medical/Dental/Vision/Time Loss/Life benefits under Washington Teamsters Welfare Trust;
- Effective January 1, 2014, employee premium share of \$30 per month;
- Effective January 1, 2015, employee premium share of \$50 per month;
- Employee parking at no cost for life of contract;
- Commuter benefit and vacation parking as provided to non-represented employees.

### **Hours of Work:**

- Provisions restructured for clarity and ease of administration.

### **Schedule and Vacation Bidding:**

- Process improved annual scheduling and vacation bidding;
- Change from a weekly to a biweekly schedule bid for unscheduled part-time employees;
- Management determined biweekly schedules for bid;
- New language to allow a limited number of "declines" when scheduling unforeseen hours;
- New option to create regular part-time schedules;
- Labor/Management review of scheduling procedures.

### **Other Changes:**

- Rights and obligations of the parties clarified in discipline related matters;
- Optional 3 month extension of probationary status with mutual agreement;
- 12 hours of sick leave per year allowable for medical and dental appointments;
- Reduction in sick leave accrual rate for PSRR's to bring pension benefit and sick leave accrual in alignment with drivers;
- Various non-substantive language clarifications and housekeeping changes;
- Update dated language for legal compliance purposes.

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**FINANCIAL IMPLICATIONS:**

<b>Cost Impact \$</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>TOTAL</b>
<b>Labor</b>	\$49,254	\$41,424	\$49,842	<b>\$140,520</b>
<b>Benefits</b>	\$43,679	\$32,870	\$39,179	<b>\$115,727</b>
<b>Total</b>	<b>\$92,933</b>	<b>\$74,293</b>	<b>\$89,021</b>	<b>\$256,247</b>

***Budget Status and Source of Funds:***

The increase in expense is included in the Aviation Division’s 2013 budget covering Landside Operations and will be included in future Landside Operations budget.

**OTHER DOCUMENTS ASSOCIATED WITH THIS REQUEST:**

Collective Bargaining Agreement between the Port of Seattle and the International Brotherhood of Teamsters Local Union No. 117.

**PREVIOUS COMMISSION ACTIONS OR BRIEFINGS:**

None.