

White, Paul

From: White, Paul
Sent: Monday, November 23, 2015 1:59 PM
To: Albro, Thomas; Bellezza, DeAnna; Bowman, Stephanie; Bryant, Bill; Creighton, John; Dressler, Amy; Gregoire, Courtney; Merritt, Mike; Schirato, LeeAnne
Subject: Public Comment - 2016 Salary & Benefits Resolution - 11/24
Importance: High

Commissioners:

Below are written comments submitted for the record for tomorrow's Commission meeting on 11/24. If you have any questions, please let me know. Thank you.

Paul J. White
Commission Clerk



206-787-3210 / 206-390-7738 - white.p@portseattle.org



NOTICE: This message and related responses may be subject to disclosure under RCW 42.56, regardless of any claim of privilege or confidentiality asserted by an external party.

From: Holmes, Elaine
Sent: Monday, November 23, 2015 11:43 AM
To: Employee Feedback
Subject: 1st Reading 2016 Salary & Benefits Resolution

Commissioners:

As I and so many of my co-workers were unaware that the Commission is scheduled to vote on adoption of the 2016 Revised Salary and Benefits resolution on Tuesday 11/24 at 12:00 pm, I ask that the approval of this proposal be temporarily delayed. Although Ted sends out an occasional email inviting Port employees to "tune in" to a Commission meeting, most of us are too busy working and don't have time to watch a long Commission meeting and/or immediately read the multitude of emails we receive. Why wasn't his email sent Port-wide? Why wasn't a message asking for employee feedback clearly posted on Compass or included in "What's Happening at the Port"? Where is the transparency???? I would like to have an opportunity to become familiar with all aspects of how we will be impacted and exactly what the proposed changes will be and how they will affect my life.

I want to thank Commissioner Stephanie Bowman and Commissioner Courtney Gregoire for questioning some of the aspects of this new Resolution and asking how the Port communicate with its employees. And, thanx for asking what other agencies are doing for their workers.

I personally don't agree with receiving a "bonus" at the end of the year, which is not guaranteed nor is the funding. It is important to me that the Port not contribute less to my retirement fund because I will receive a

reduced percentage at PREP review time. The “bonus” does not increase/affect my hourly wage so, therefore, the Port contributes less to my PERS retirement package. And, that is fair? That’s the best alternative? Why do we continually receive less with more taken from us? What proof have we seen that Port salaries are comparable with other companies. I help administer the Project Labor Agreement so what is comparable to what I do – I am consistently categorized and paid as an “admin”, which I am not. I am sure that some of my contemporaries with the same title as I have earn more than I do. Let’s be fair to everyone (all 1800+) and not reward only those who are in management positions.

We received an email from Ted announcing that effective December __, we will be working a 40-hour week. No prior “Here’s What Happening at the Port” or conversations were held; no feedback was solicited. I don’t know if any thought was given to how this change in hours will impact those workers who have children in daycare/child care, family obligations, sick family members in need of care, those who may have a part-time job, or who may be in poor health themselves will have to make adjustments for the additional expense/disruption of lives this will cause. The majority of us were in shock and disbelief! This is how we now communicate – with directives. The Port is a *public* entity and cannot be run like a private corporation.

During the manager’s sessions on the 40-hour work week/new PREP forms, someone asked Tammy Woodard if consideration would be given on providing a COLA increase across the board for all Port employees with an additional incentive for a percentage increase during the PREP review. Tammy didn’t hesitate in responding with an emphatic “No” and repeated her response when asked the same question again (no explanation was given as to her decision). HR&D speaks for the Port; who speaks for (represents) us non-represented employees? Do we no longer have a voice? I understand that we will not be consulted on every decision made, but there has to be a different/better approach on matters that impact our lives fully and permanently.

I have worked at the Port for 20+ years and never before have I felt as if I work on a production/assembly line and have little, if no, value. We are no longer included in conversations regarding proposed changes, asked for our ideas, and are no longer given the opportunity as a group to provide feedback on upcoming changes. The “Port family” feeling we have had for so many years is missing. The round tables aren’t always convenient for the majority to attend and many are afraid to publically voice their views for fear of reprisal.

I hope my “employee feedback” is received by the Commissioners and that the issues that important to me and many others are seriously taken into consideration.

Thanx, eh
Elaine Holmes, C.M.
Construction Labor Group

 206.787.6885

 holmes.e@portseattle.org



Century Agenda



It is not the load that breaks you down; it's the way you carry it. ~ Lena Horne ~



Please think before you print and consider the environment. All e-mail to or from this account is public and may be subject to disclosure.