



**COMMISSION
AGENDA MEMORANDUM**

Item No. 6b

ACTION ITEM

Date of Meeting March 24, 2020

DATE: March 18, 2020

TO: Stephen P. Metruck, Executive Director

FROM: David Freiboth, Senior Director of Labor Relations
Matthew Bullock, Labor Relations Manager

SUBJECT: New collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 46, representing Electronic Technicians in the Aviation Maintenance Department.

Total Port Cost Increase for the Duration of the Agreement: \$3,720,446.00

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a new collective bargaining agreement (CBA) between the Port of Seattle and the International Brotherhood of Electrical Workers, Local 46, representing sixty-three (63) Electronic Technicians assigned to the Port of Seattle Aviation Maintenance department, covering the period from June 1, 2019, through May 31, 2023.

EXECUTIVE SUMMARY

Good faith bargaining between and the International Brotherhood of Electrical Workers, Local 46, and the Port of Seattle resulted in a fair collective bargaining agreement consistent with the Port's priorities.

The sixty-three (63) Electronic Technicians in the bargaining unit comprise two groups. One group of eighteen (18) service the airport's Satellite Transit System; the other group of forty-five (45) is responsible for maintaining a variety of electronic systems and underlying infrastructure.

This agreement is for four years covering the period from June 1, 2019, through May 31, 2023. The estimated total additional cost for wages and benefit increases is \$3,720,446.00.

The estimated cumulative cost per year of the contract is: year one, \$361,031; year two, \$731,779; year three, \$1,109,718; and year four \$1,517,918.

The cost is based upon the following:

- Enhanced vacation accruals

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- Annual wage increases of 4.75% in year one, 4.25% in year two, and 4% in both years three and four.
- Enhanced pension contributions
- Safety shoe stipend increases

Other changes include the following:

- Clarification of work jurisdiction
- Alignment with the Washington Paid Sick Leave Law.
- Alignment with the Washington Paid Family Leave Law with an administrative waiver.
- Commitment to discuss a possible job title change and a weekend lead.

JUSTIFICATION

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

DETAILS

Term of the Agreement

Retroactive to July 1, 2019, through June 30, 2023.

FINANCIAL IMPLICATIONS

Vacation:

Current Accrual	January 1, 2021	June 1, 2022
After 6 months 2 weeks	After 6 months 3 weeks	After 6 months 3 weeks
After 3 years 3 weeks	After 7 years 4 weeks	After 7 years 4 weeks
After 7 years 4 weeks	After 12 years 5 weeks	After 12 years 5 weeks
After 12 years 5 weeks		After 18 years 6 weeks

Pension:

Contribution	Year 1	Year 2	Year 3	Year 4
PSEW Pension	\$4.75	\$5.00	\$5.50	\$6.00

Wages:

Classification	Current	6/1/2019	6/1/2020	6/1/2021	6/1/2022
Electronic Technician	\$43.67	\$45.74	\$47.68	\$49.59	\$51.57

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Automated Control Specialist	\$48.52	\$50.82	\$52.98	\$55.10	\$57.30
Foreman	\$53.38	\$55.90	\$58.28	\$60.61	\$63.03
General Foreman	\$58.23	\$60.98	\$63.58	\$66.12	\$68.76

Safety Shoe Stipend (Annual):

Current	2019	2020	2022
\$120	\$150	\$175	\$200

ATTACHMENTS TO THIS REQUEST

1. Collective Bargaining Agreement between the Port of Seattle and IBEW Local 46 (red-lined).