



**COMMISSION
AGENDA MEMORANDUM**

Item No. 6g

ACTION ITEM

Date of Meeting July 14, 2020

DATE: June 10, 2020

TO: Stephen P. Metruck, Executive Director

FROM: David Freiboth, Senior Director of Labor Relations
Mikel O'Brien, Senior Labor Relations Manager

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

Total Port Cost Increase for the Duration of the Agreement: \$141,094

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 six (6) Utility Workers assigned to the Port of Seattle Aviation Maintenance department, covering the period from June 1, 2020, 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 six (6) Utility Workers are responsible for lighting replacement at SEA, including cleaning lenses, fixtures and diffusers.

This agreement is for three years covering the period from June 1, 2020, through May 31, 2023. The estimated total additional cost for wage and benefit increases is \$141,094. The estimated cumulative cost per year of the contract is: year one, \$21,264; year two, \$45,111; and year three, \$74,719.

The cost is based upon the following:

- Enhanced leave accruals
- Annual wages set at 53.1% of the journey level Electrician rate
- Enhanced pension contributions

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- Safety shoe stipend increases

Other changes include the following:

- Clarification of work jurisdiction
- Alignment with both Washington Paid Sick Leave and Washington Paid Family and Medical Leave
- Commitment to discuss possible changes to work jurisdiction and training

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 June 1, 2020, through May 31, 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
PSEW Pension	\$4.25	\$4.45	\$4.65

Wages:

Classification	Current	6/1/2020	6/1/2021	6/1/2022
Utility Worker	\$26.90	\$28.11	\$29.37	\$30.70
Foreman	\$29.59	\$30.92	\$32.31	\$33.77
General Foreman	\$32.28	\$33.73	\$35.24	\$36.84

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Safety Shoe Stipend (Annual):

Current	2020	2020
\$150	\$175	\$200

ATTACHMENTS TO THIS REQUEST

1. Collective Bargaining Agreement between the Port of Seattle and IBEW Local 46.

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None