



**COMMISSION
AGENDA MEMORANDUM**

Item No. 8f

ACTION ITEM

Date of Meeting June 8, 2021

DATE : May 18, 2021

TO: Stephen P. Metruck, Executive Director

FROM: David Freiboth, Senior Director Labor Relations

SUBJECT: Extension of the Juneteenth Holiday to Represented Employees

Amount of this request: Approximately \$750,000¹

ACTION REQUESTED

Request Commission authorization for the Executive Director to extend the Juneteenth holiday to those represented employees at the Port with contractual holidays via Memoranda of Agreements (MOAs) with their respective labor representatives.

EXECUTIVE SUMMARY

On November 17, 2020, the Port of Seattle Commission adopted a Proclamation (attached) and Resolution 3781 amending the Salary and Benefits Policy Directive to add an eleventh paid holiday commemorating Juneteenth (on June 19) for non-represented employees.

In May of 2021, the Port and our labor partners, representing Port employees with specific contractual holidays, agreed to include the Juneteenth holiday in each of our respective collective bargaining agreements in 2021.

JUSTIFICATION

See Proclamations (attached)

DETAILS

Each eligible bargaining unit employee at the Port covered by a CBA, will be eligible for the additional holiday of Juneteenth, effective in 2021.

The date of observance of the holiday shall be designated by the Port.

¹ 71% of this cost will be in the Aviation Division, due it being a 7-day a week, 24/7 operation, and having the majority of the Port's employees.

Meeting Date: June 8, 2021

ATTACHMENTS TO THIS REQUEST

- (1) Proclamation of the Port of Seattle Commission, as amended, May 25, 2021, recognizing Juneteenth as an official Port Holiday for all Port employees.
- (2) 18 Memorandums of Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

November 17, 2020 – The Commission proclaimed Juneteenth as an official Port Holiday for represented employees.

May 25, 2021—The Commission proclaimed Juneteenth as an official Port Holiday for all Port employees.