



**COMMISSION
AGENDA MEMORANDUM**

Item No. 8s

ACTION ITEM

Date of Meeting December 14, 2021

DATE: December 7, 2021

TO: Stephen P. Metruck, Executive Director

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

SUBJECT: New Collective Bargaining Agreement between the Port of Seattle and the International Longshore and Warehouse Union, Local 9, Representing Security Access Specialists

Total Port Cost Increase for the Duration of the Agreement: \$2,844,000

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 Longshore and Warehouse Union, Local 9, representing Security Access Specialists at the Port of Seattle covering the period from January 1, 2020, through December 31, 2023.

EXECUTIVE SUMMARY

Good faith bargaining between the International Longshore and Warehouse Union, Local 9, representing Security Access Specialists and the Port of Seattle resulted in a fair collective bargaining agreement consistent with Port's priorities.

There are currently one hundred and fifty-six (156) Security Access Specialists employed at the Port of Seattle who are assigned to the Aviation Security Department. Security Access Specialists performs duties related to the control, monitoring and granting of access into the Air Operations Area and other restricted/controlled areas of the Airport. They conduct security inspections of gates, fence lines, baggage make up area, security devices and inspect, screen and/or search individuals that work at the airport to ensure compliance with Port of Seattle and Transportation Security Administration rules and regulations.

This agreement is for a four-year period from January 1, 2020, through December 31, 2023. The estimated total additional cost for increase is \$2,844,000.

This agreement is for four years covering the period from January 1, 2020, through December 31, 2023. The estimated total additional cost for wages and benefit increases is \$2,844,000. The estimated additional cost per year of the contract is: year one, \$301,856; and year two, \$306,402;

Meeting Date: December 14, 2021

and year three \$970,130; and year four, \$1,265,611. The cost is based on an annual wage increases of 3.0% year 1, 0.0% year 2, CPI-U 0-6% + 0.25% year 3, and CPI-U 0-6% year four.

Other changes include alignment with both the Washington Paid Sick Leave Law and Paid Family Medical Leave and the deletion of language regarding mandatory Union membership in compliance with Federal law.

All other provisions in the collective bargaining agreement remain the same.

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 – January 1, 2020, through December 31, 2023.

FINANCIAL IMPLICATIONS

Wages

Classification	Current Rate	Effective 1/1/20 Base Hourly Rate (3.0%)	Effective 1/1/21 Base Hourly Rate (0.0%)	Effective 1/1/22 Base Hourly Rate (CPI-U 0-6% + 0.25%)	Effective 1/1/23 Base Hourly Rate (CPI-U 0-6%)
Security Access Specialists	\$28.91	\$29.78	\$29.78	\$31.49	\$TBD

Wage

Employees annual wage increases of 3.0% year 1, 0.0% year 2, CPI-U 0-6% + 0.25% year 3, and CPI-U 0-6% year four for the term of the agreement.

Health and Welfare

Members of the bargaining group are currently enrolled in the Port of Seattle Benefit Plan.

Other Changes

- Incorporated Juneteenth holiday and additional personal holiday.
- Consolidated three classifications into a single classification, Security Access Specialist.

Meeting Date: December 14, 2021

- Added a new classification, Aviation Security Trainer and incorporated trainer status premium.
- Modified advance language which allows promotions Aviation Security department to Aviation Operations.
- Increased footwear stipend increase.

Cost Impact \$	Year 1	Year 2	Year 3	Year 4
Benefits	\$56,160	\$577	\$135,660	\$57,723
Total New Money	\$245,696	\$9,868	\$593,500	\$252,532
Total Cumulative Cost	\$301,856	\$306,402	\$970,130	\$1,265,611

The estimated total additional cost to the Port of Seattle for the duration of the contract is \$2,844,000.

ATTACHMENTS TO THIS REQUEST

1. Collective Bargaining Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None.