



**COMMISSION
AGENDA MEMORANDUM**

Item No.

8d

ACTION ITEM

Date of Meeting

April 26, 2022

DATE: March 30, 2022

TO: Stephen P. Metruck, Executive Director

FROM: David Freiboth, Senior Director of Labor Relations
Milton Ellis, Labor Relations Manager

SUBJECT: **New collective bargaining agreement between the Port of Seattle and the International Brotherhood of Teamsters, Local 117, Teamsters, representing Traffic Support Specialists**

Total Port Cost Increase for the Duration of the Agreement: \$244,261

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a new collective bargaining agreement between the Port of Seattle and the International Brotherhood of Teamsters, Local 117, representing Traffic Support Specialists at the Police Department covering the period from January 1, 2022, through December 31, 2024.

EXECUTIVE SUMMARY

Good faith bargaining between the International Brotherhood of Teamsters, Local 117, representing Traffic Support Specialists and the Port of Seattle resulted in a fair collective bargaining agreement consistent with the Port's priorities.

There are currently five (5) Traffic Support Specialists, out of fifteen budgeted FTE positions, employed at the Port of Seattle who are assigned to the Port of Seattle Police Department. The Traffic Support Specialists are responsible for monitoring traffic on the airport drives at Sea-Tac.

The agreement is for three years covering the period from January 1, 2022, through December 31, 2024. The estimated total additional cost for wages and benefit increases is \$244,261. The estimated additional cost per year of the contract is: year one, \$101,913 (2022); year two, \$69,590 (2023), and year three \$72,758 (2024).

The cost is based upon a seven-percent (7.0%) increase in year one of the agreement, in addition to a one-thousand dollar (\$1,000) lump sum payment for all bargaining unit members employed as a Traffic Support Specialists on December 31, 2022; a three percent (3.0%) increase in year two of the agreement beginning January 1, 2023, and an additional one-percent (1.0%) increase

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in year two of the agreement effective July 1, 2023; and a four-percent (4.0%) increase in year three of the agreement commencing on January 1, 2024.

The cost also consists of one and eight tenths of a percent (1.8%) increase in health insurance in year one of the agreement and an estimated 5.0% increase in health insurance in years two and three of the agreement.

Other additions to the agreement consist of establishing a procedure for a voluntary employee contribution to the Teamsters Democratic, Republican, Independent, Voter Education (DRIVE) program; employees will be able to cash out their paid time off leave following the same procedures of non-represented employees at the Port; employees in the bargaining unit will be provided with a personal day each year of the agreement that has been used within the year; the Port's contribution to the Teamsters Pacific Coast Benefit Trust Supplemental pension plan increased to \$1.03/hour in year one of the agreement, \$1.13/hour in year two of the agreement and \$1.23/hour in year three of the agreement; employees in the bargaining unit will pay premium share for the first time under Teamsters Medical Plan B consisting of fifteen dollars (\$15) per month during the second year of the agreement commencing July 1, 2023, and fifty dollars (\$50) per month in year three of the agreement commencing January 1, 2023; the Port will comply with State law when information is being requested from a bargaining unit members file on the basis of a public records request;

Other additions to the contract include a longevity provision consisting of two percent (2.0%) for those employees in the bargaining unit who have been employed for five (5) years or more; and additional duties and responsibilities were added to the Traffic Support Specialist Lead position.

JUSTIFICATION

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

DETAILS

Term of the Agreement - Retroactive to January 1, 2022, through December 31, 2024.

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FINANCIAL IMPLICATIONS

Wages

Classification	Current Rate - A Five Step Annual Salary Progression	Effective 1/1/22 Base Hourly Rate (7.0%)	Effective 1/1/23 Base Hourly Rate (3.0%)	Effective 7/1/23 Base Hourly Rate (1.0%)	Effective 1/1/24 Base Hourly Rate (4.0%)
Traffic Support Specialists	\$23.02	\$24.63	\$25.37	\$25.62	\$26.64
	\$23.93	\$25.61	\$26.38	\$26.64	\$27.71
	\$24.89	\$26.63	\$27.43	\$27.70	\$28.81
	\$25.89	\$27.70	\$28.53	\$28.82	\$29.97
	\$26.92	\$28.80	\$29.66	\$29.96	\$31.16

Employees in the bargaining unit were provided with a seven percent (7.0%) increase in wages effective January 1, 2022, in addition to a one-thousand-dollar (\$1,000) lump sum payment effective December 31, 2022, in the first year of the agreement. Employees were also provided with a three percent (3.0%) increase effective January 1, 2023, and a one percent (1.0%) increase effective July 1, 2023, in year two of the agreement. In addition, employees in the bargaining unit were provided with a four percent (4.0%) increase in wages in year three of the agreement.

Members of the bargaining group employed as a Traffic Support Specialists for five or more years will receive a two percent (2.0%) longevity increase to their base.

Health and Welfare

Members of the bargaining group are currently enrolled Teamsters Medical Plan B. Employees will begin paying premium share in the amount of fifteen dollars (\$15) effective July 1, 2023, in the second year of the agreement and fifty dollars (\$50) effective January 1, 2024, in the third year of the agreement.

Pension

Members of the bargaining group are covered under the Washington State Public Employment Retirement System. Members of the bargaining group are also enrolled in the Teamsters Pacific Coast Benefit Trust Supplemental pension plan where the Port’s contribution will increase to one dollar and three cents (\$1.03) per hour compensated in year one of the agreement; one-dollar thirteen cents (\$1.13) per hour compensated in year two of the agreement and one-dollar twenty-three cents (\$1.23) per hour compensated in year three of the agreement for all employees in the bargaining unit.

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Democratic, Republican, Independent Voter Education (DRIVE)

Procedure established that would allow bargaining unit members to voluntarily contribute to the Teamsters DRIVE program with a minimum contribution of five dollars (\$5.00) per month and a minimum number of fifty (50) Teamsters bargaining unit members across all Teamsters bargaining units.

Other Changes/Additions include:

- Paid Time Off (PTO) leave cash out following same procedures as non-represented employees
- Personal day – one per year in each year of the agreement
- Personal File – Public Records request for information in employee’s personnel file administered in accordance with RCW 42.56.250 (12).
- Traffic Support Specialists Lead – additional duties and responsibilities

Cost Impact \$	Year 1	Year 2	Year 3
Pay	\$79,082	\$45,231	\$42,075
Benefits	\$22,832	\$24,358	\$30,683
Total New Money	\$101,913	\$69,589	\$72,758
Total Cumulative Cost	\$101,914	\$171,503	\$244,261

The estimated total cumulative cost to the Port of Seattle for the duration of the contract is \$244,261.

ATTACHMENTS TO THIS REQUEST

- (1) Collective Bargaining Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None.