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COMMISSION

AGENDA MEMORANDUM Item No. 8i

ACTION ITEM Date of Meeting August 9, 2022

DATE: August 9, 2022

TO: Stephen P. Metruck, Executive Director

FROM: Mikel O'Brien, Interim Senior Director of Labor Relations

Greg Gauthier, Labor Relations Manager

SUBJECT: New collective bargaining agreement between the Port of Seattle and the Western Washington Cement Masons Local 528.

Total Port Cost Increase for the Duration of the Agreement: \$80,720.89

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a new collective bargaining agreement (CBA) between the Western Washington Cement Masons Local 528, representing Cement Masons at Port Construction Services (PCS) covering the period from August 1, 2022, through July 31, 2027.

EXECUTIVE SUMMARY

Good faith bargaining between the Western Washington Cement Masons Local 528, and the Port of Seattle resulted in a fair collective bargaining agreement consistent with Port's priorities.

There are currently two (2) Cement Masons employed at the Port who regularly work for PCS1.

Cement Masons are generally involved in the smoothing and finishing of surfaces of poured concrete, such as floors, walks, sidewalks, roads, or curbs using a variety of hand and power tools.

Prior to this agreement, Local 528 represented Cement Masons working at PCS were not covered by a Collective Bargaining Agreement between the Port of Seattle and the Western Washington Cement Masons Local 528. Wages, health coverage, and pension, unless otherwise modified by the terms of the agreement, are paid in accordance with the terms negotiated between the Western Washington Cement Masons Local 528 and the Association of General Contractors (AGC).

This agreement is for five years covering the period from August 1, 2022, through July 31, 2027.

The estimated total additional cost for wages and benefit increases over the term is \$80,720.89.

1 One employee works approximately full-time hours and the other employee works, on average, 100 hours annually.

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The estimated additional cost per year of the contract is: year one, \$5,385.89 year two \$10,700.73; year three \$16,015.65; year four \$21,490.01; and year five \$27,128.61.

The cost is based on an annual wage and benefit increases of an estimated 3% each year of the CBA2 and with the assumption of similar hours worked by each of the two current employees.

The cost also consists of the additional costs associated with an annual safety shoe stipend for each employee.

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

August 1, 2022, through July 31, 2027.

FINANCIAL IMPLICATIONS

Wages

Classification Current 6/1/2023

Rate Base

Hourly Rate

(+3%;

estimated

increase)

Cement Mason \$50.00 \$51.50

Health and Welfare



The Port currently contributes \$8.09 per hour worked to the Cement Masons & Plasterers Trust Fund on behalf of each employee.

Pension

The Port currently contributes \$10.60 per hour worked to the Cement Masons & Plasterers Pension Trust fund on behalf of each employee.

2 Wage rate, health insurance contributions, pension contributions, apprenticeship contributions all subject to the terms of the agreement between the AGC and Local 528; current figures only negotiated between those parties until 1/1/2023.

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Notable Items in the new CBA

- Diversity, Equity, and Inclusion language
- Bi-weekly pay and direct deposit
- Grievance procedure
- Paid Parental Leave language
- Education and development opportunities
- Commuter trip Reduction language
- Annual safety shoe stipend

Cost Year 1 Year 2 Year 3 Year 4 Year 5

Impact \$

Pay \$127,881.66 \$131,718.11 \$135,669.65 \$139,739.74 \$143,931.93

Benefits \$44,387.39 \$ 45,845.77 \$47,209.15 \$48,613.42 \$50,059.82

Total \$172,269.04 \$177,563.88 \$182,878.79 \$188,353.16 \$193,991.75

The estimated total additional cost to the Port of Seattle for the duration of the contract is \$915,056.63.

ATTACHMENTS TO THIS REQUEST

(1) Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None

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