

This document is a text-only reovery of the original PDF file. Any graphics that were in the original PDF are not included here.
If you need the original document, please contact the Commission Clerk at the Port of Seattle.

COMMISSION

AGENDA MEMORANDUM Item No. 8f

ACTION ITEM Date of Meeting June 13, 2023

DATE: June 6, 2023

TO: Stephen P. Metruck, Executive Director

FROM: Greg Gauthier, Labor Relations Manager

Mikel O'Brien, Sr. Director, Labor Relations

SUBJECT: New Collective Bargaining Agreement Between the Port of Seattle and Teamsters

Local 117 Representing Parking Services Revenue Representatives (PSRR)

Additional cost over term: \$664,552.79

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a new collective bargaining agreement (CBA) between the Port of Seattle and Teamsters Local 117 representing Parking Services Revenue Representatives in our Aviation Landside Operations Department, covering the period from June 1, 2023, through May 31, 2026.

EXECUTIVE SUMMARY

Good faith bargaining between the Port of Seattle and Teamsters Local 117 resulted in a fair collective bargaining agreement consistent with the Port's priorities.

This bargaining unit consists of 221 Parking Services Revenue Representatives who provide customer service, cashiering transactions, and inventory control for the Airport's public parking garage.

This new agreement covers a three-year period from June 1, 2023, through May 31, 2026. The estimated total cumulative additional cost for wages, pension, healthcare, and other benefits is \$664,552.792.

The costs are based upon wage rate increases of 9% in year 1, and an estimated 3.45% in each of years 2 and 3, a 3% estimated increase to healthcare premiums, a modest increase to pension

1 Budgeted for 22 positions (currently 19 filled)

2 Based upon 22 positions

3 Years 2 and 3 are each based upon the Seattle/Tacoma/Bellevue CPI-U with a 0% minimum and 6% maximum + 1%

Template revised September 22, 2016.

COMMISSION AGENDA – Action Item No. 8f Page 2 of 3

Meeting Date: June 13, 2023

contributions beginning in year 2, and a modest increase to the employee's monthly healthcare premiums⁴.

JUSTIFICATION

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

SCOPE OF THE AGREEMENT

Term of the Agreement

June 1, 2023, through May 31, 2026.

FINANCIAL IMPLICATIONS

Wages

PSRR June 1, 2023

9%

Entry \$22.72

After 1 Year \$23.05

After 2 Years \$23.60

After 3 Years \$24.67

After 4 Years \$25.71

After 5 Years \$26.76

After 6 Years \$27.82

After 7 Years \$28.85

After 8 Years \$29.90

After 9 Years \$30.95

After 10 Years \$31.99

Medical, Pension, Retirement Medical, PCBT

- Health Insurance Teamsters Plan A Current Monthly Premium \$1585.60
Employee Premium Share \$115
- Pension Teamsters Trust Employer Hourly Contribution \$2.965
- Retirement Medical Teamsters (RWT) Split Monthly Premium \$94.85
- Defined Contribution Teamsters (PCBT) Employer Hourly Contribution \$1.35

4 Currently employees contribute \$115 per month, which will be increased to \$125 at the end of 2024, and \$140 at the end of 2025

5 Increases to \$3.01 beginning 2024.

Template revised September 22, 2016; format updates October 19, 2016.

COMMISSION AGENDA – Action Item No. 8f Page 3 of 3

Meeting Date: June 13, 2023

Cost Impact \$ Term of Agreement 3 Year

Pay \$569,112.05

Benefits \$95,440.75

Total \$664,552.79

The estimated additional cost of this Agreement to the Port of Seattle over the term of the agreement is \$664,552.79.

ATTACHMENTS TO THIS REQUEST

(1) Collective Bargaining Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

September 27, 2022—Commission authorization of previous Collective Bargaining Agreement covering Parking Services Revenue Representatives (1 Year Term).

Template revised September 22, 2016; format updates October 19, 2016.