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#### COMMISSION

AGENDA MEMORANDUM Item No. 8g

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 Rental Car Facility Bus Drivers

Additional cost over term: \$2,032,268.08

#### 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 Rental Car Facility Bus Drivers in our Aviation Landside Operations Department, covering the period from March 15, 2023, through March 14, 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.

The bargaining unit consists of 46 full-time, part-time, and seasonal Rental Car Facility Bus Drivers who support the Airport Transit Operations' (ATO) Mission, which is to provide safe, reliable, and efficient transportation services to customers of Sea-Tac International Airport and the Rental Car Facility.

This new agreement covers a three-year period from March 15, 2023, through March 14, 2026.

The estimated total cumulative additional cost for wages, pension, healthcare, and other benefits is \$2,032,268.081.

The costs are based upon wage rate increases of 10% in year 1, and an estimated 2.45% in each of years 2 and 3, 3% estimated annual increases to healthcare premiums, and a modest increase to the employee's monthly healthcare premiums3.

1 Based upon 46 full and part time positions (Does not include seasonal drivers)

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

3 Currently employees contribute \$50 per month, which will be increased to \$60 at the end of 2024, and \$70 by the end of 2025

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#### 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

March 15, 2023, through March 14, 2026.

#### FINANCIAL IMPLICATIONS

Wages

Driver March 15, 2023

10% to Base With \$2 Baggage With 1%

Handling Seatbelt/No

Premium Accident

Premium4

0 – 12 months \$25.74 \$27.54 N/A5

After 1 Year \$26.77 \$28.77 \$29.04

After 2 Years \$27.80 \$29.80 \$30.08

After 3 Years \$28.81 \$30.81 \$31.10

After 4 Years \$29.82 \$31.82 \$32.12

After 5 Years \$31.53 \$33.53 \$33.85

After 6 Years \$32.54 \$34.54 \$34.87

Medical, Pension, Retirement Medical, PCBT

- Healthcare Teamsters Plan B Current Monthly Premium \$1400.70

Employee Premium Share \$50

- Pension PERS

Other Changes

- Included no seatbelt violations with the current annual non-driver caused accident 1% premium to base wage rate

4 Added to base

5 Must have worked previous 12 months for this premium

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

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Cost Impact \$ Term of Agreement 3 Year

Pay \$1,739,007.30

Benefits \$293,260.78

Total \$2,032,268.08

The estimated additional cost of this Agreement to the Port of Seattle over the term of the agreement is \$2,032,268.08.

ATTACHMENTS TO THIS REQUEST

(1) Collective Bargaining Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

October 22, 2019—Commission authorization of previous Collective Bargaining Agreement covering Rental Car Facility Bus Drivers (4 Year Term).

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