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COMMISSION

AGENDA MEMORANDUM Item No. 8f

ACTION ITEM Date of Meeting January 10, 2023

DATE: January 4, 2023

TO: Stephen P. Metruck, Executive Director

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

Matthew Bullock, Labor Relations Manager

SUBJECT: New collective bargaining agreement between the Port of Seattle and the International Teamsters Union, Local 117, representing Credential Specialists

Total Port Cost Increase for the Duration of the Agreement: \$294,170

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 Teamsters Union, Local 117, representing Credential Specialists at the Port of Seattle covering the period from July 1, 2022, through June 30, 2025.

EXECUTIVE SUMMARY

Good faith bargaining between the International Teamsters Union, Local 117, representing Credential Specialists and the Port of Seattle resulted in a fair collective bargaining agreement (CBA) consistent with Port's priorities.

There are currently eleven (11) Credential Specialists employed at the Port of Seattle who are responsible for issuing security identification badges to employees with a consistent business need to access the sterile and restricted areas at Seattle Tacoma International Airport. There are approximately 22,000 badged employees comprised of airline personnel, tenants, contractors, vendors, consultants, government, and Port of Seattle employees.

This agreement is for a three-year period from July 1, 2022, through June 30, 2025. The estimated total additional cost for increase is \$294,170.

This agreement is for three years covering the period from July 1, 2022, through June 30, 2025.

The estimated total additional cost for wages and benefit increases is \$554,944. The estimated additional cost per year of the contract is: year one, \$101,732; and year two, \$186,655; and year three \$266,555. The cost is based on an annual wage increases of 8% year 1, CPI-U 0-6% + 1.5% year 2, and CPI-U 0-6% + 1% year 3.

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

Template revised September 22, 2016.

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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 – July 1, 2022, through June 30, 2025.

FINANCIAL IMPLICATIONS

Wages

Classification Current Rate Effective Effective Effective

7/1/22 Base 7/1/23 Base 7/1/24 Base

Hourly Rate Hourly Rate Hourly Rate

(8%) (CPI-U 0-6% (CPI-U 0-6%

+ 1.5%) + 1%)

Credential \$25.04 - \$35.74 \$27.04 - \$38.60 \$TBD \$TBD

Specialist

Cred Ctr \$21.00 - \$26.28 \$21.74 - \$32.18 \$TBD \$TBD

Receptionist

Wage

Employees annual wage increases of CPI-U 8% year 1, CPI-U 0-6% + 1.5% year 2, and CPI-U 0-6% + 1% year 3 for the term of the agreement.

Health and Welfare

Members of the bargaining group are currently enrolled in the Washington Teamsters Welfare

Trust.

Other Changes

- Incorporated Juneteenth holiday and one (1) floating holiday.
- Added language which allow bargaining unit member to participate in Port education assistance program.

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Cost Impact \$ Year 1 Year 2 Year 3

Benefits \$19,676 \$36,833 \$50,458

Total New Money \$73,321 \$58,156 \$55,723

Total Cumulative \$92,997 \$187,988 \$106,182

Cost

The estimated total additional cost to the Port of Seattle for the duration of the contract is \$294,170.

ATTACHMENTS TO THIS REQUEST

(1) Collective Bargaining Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None.

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