



**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 22<sup>1</sup> 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 \$664,552.79<sup>2</sup>.

The costs are based upon wage rate increases of 9% in year 1, and an estimated<sup>3</sup> 4.5% in each of years 2 and 3, a 3% estimated increase to healthcare premiums, a modest increase to pension

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<sup>1</sup> Budgeted for 22 positions (currently 19 filled)

<sup>2</sup> Based upon 22 positions

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

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contributions beginning in year 2, and a modest increase to the employee’s monthly healthcare premiums<sup>4</sup>.

**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      \$2.96<sup>5</sup>
- Retirement Medical      Teamsters (RWT)      Split Monthly Premium      \$94.85
- Defined Contribution      Teamsters (PCBT)      Employer Hourly Contribution      \$1.35

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

<sup>5</sup> Increases to \$3.01 beginning 2024.

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<b>Cost Impact \$</b>	<b>Term of Agreement 3 Year</b>
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).