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ORDER 2023-13

AN ORDER OF THE PORT OF SEATTLE COMMISSION

... to establish the Airport Workforce Conditions Committee
as a Port of Seattle Commission ad hoc committee.

**PROPOSED
SEPTEMBER 12, 2023**

INTRODUCTION

Commissioners have prioritized improved access to childcare and healthcare as critical support for workers at Seattle Tacoma International Airport (SEA), including both Port employees and workers employed by SEA vendors, tenants, and service providers. Commissioners convened a worker recruitment and retention roundtable on May 23, 2023, and heard comments from SEA business partners, labor representatives, and workers who support improved access to childcare and healthcare for SEA workers. These prioritized issues, and the work underway to address them, will be advanced by establishing an ad hoc committee dedicated to airport workforce conditions.

Recruiting and retaining SEA workers is a critical component to the operation of the airport and of how the Port of Seattle creates jobs and supports local communities. The Port recognizes that both access to childcare and healthcare are valid considerations when seeking employment. To that end, the Port is committed to exploring how it can address both issues in ways that make employment at SEA more accessible and sustainable for community members, while also enhancing the efficiency and effectiveness of SEA operations. The Port also recognizes the dedication and integrity of the SEA workforce, which was vital at sustaining operations during the COVID-19 pandemic and this workforce continues to serve on the front-line post-COVID-19, with pre-pandemic traveler volumes forecast for 2024.

Establishing an ad hoc committee will create opportunity for a schedule of oversight and engagement with staff on programmatic, policy advocacy, and operational efforts on these topics.

TEXT OF THE ORDER

The Port Commission hereby establishes the Airport Workforce Conditions Committee as an ad hoc committee for the Port of Seattle Commission. Upon passage of this Order, the Committee will continue to exist until such time as these areas have been satisfactorily addressed. The ad-

44 hoc committee membership shall consist of Commissioner Toshiko Hasegawa and Commissioner
45 Hamdi Mohamed.

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47 The Committee shall provide oversight, information, advice, and recommendations about Port
48 efforts to support SEA workers as part of our mission to advance economic development and in
49 fulfillment of the Port’s Century Agenda goals. The committee shall focus on initiatives led by
50 staff from the Office of Equity, Diversity, and Inclusion, External Relations, and the Aviation
51 Division, including:

- 52 1) the exploration of affordable, accessible childcare for SEA workers,
- 53 2) the establishment of a portwide third-party code of conduct that outlines the Port’s
54 expectations for its vendors related to topics like respectable worksite, civil rights, and
55 combatting human trafficking,
- 56 3) the provision of free hygiene products to SEA workers, travelers, and visitors, and
- 57 4) advocacy for affordable, accessible health care options for non-Port workers at SEA, both
58 through direct engagement with employers, as well as advocacy at the state and federal
59 level.

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61 The Port of Seattle’s Office and of Equity, Diversity, and Inclusion, and Aviation Directors, or
62 designees, shall support the ad-hoc committee as the primary executive staff contacts. The role
63 of the executive staff contacts shall be to inform the Committee about progress on these topics,
64 support the Committee with timely and responsive information, coordinate with other executive
65 staff in support of the Committee’s work, and serve as a resource for Committee deliberation.

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67 **STATEMENT IN SUPPORT OF THE ORDER**

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69 SEA Airport is one of the largest job sites in King County, with more than 250 different employers
70 operating onsite. According to a 2018 economic impact report, the airport provides more than
71 150,000 jobs annually with 24,000 badged employees.

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73 The Port relies on these workers to maintain and grow its many lines of business. With aging
74 population and without sustained immigration, many economists are predicting an ongoing
75 shortage of workers.

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77 Establishing an ad hoc committee will create the opportunity for Commissioners to more deeply
78 explore the barriers to SEA recruitment and retention and offer oversight of initiatives not
79 currently covered by existing Commission committees.

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