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COMMISSION

AGENDA MEMORANDUM Item No. 8g
ACTION ITEM Date of Meeting February 13, 2024
DATE: February 6, 2024

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
PROTEC17, representing Airport Duty Managers (ADM)
Total Port Cost Increase for the Duration of the Agreement: \$957,403.00

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a new collective bargaining agreement (CBA) between the Port of Seattle and PROTEC17, representing Airport Duty Managers at the Port of Seattle covering the period from May 21, 2022, through May 20, 2025.

EXECUTIVE SUMMARY

Good faith bargaining between the PROTEC17, representing Airport Duty Managers and the Port of Seattle resulted in a fair collective bargaining agreement (CBA) consistent with Port's priorities. There are currently fourteen (14) Airport Duty Managers employed at the Port of Seattle who oversee the day-to-day operation of the Airport, ensuring the airport operates safely, efficiently, and in compliance with regulation. They fix/solve or route issues to the proper team to solve. This position is a highly visible public facing representative of the airport operations. The Airport Duty Manager is the primary point-of-contact for day-to-day information regarding safety, emergencies, compliance construction, airlines, passengers and tenants. This agreement is for a three-year period from May 21, 2022, through May 20, 2025. The estimated total additional cost for wages and benefit increases is \$957,403.00. The estimated additional cost per year of the contract is: year one, \$234,234.00; and year two, \$439,149.00; and year three \$284,020.00. The cost is based on an annual wage increase of 8% year 1, 6% year 2. Additionally in year 3, employees will move to a step progression scale based on tenure and a COLA increase of 0-6%, based on the CPI-U February to February index.

Template revised September 22, 2016.

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This is the first Collective Bargaining Agreement between PROTEC17 and the Port following PERC's certification of the bargaining unit in 2021.

Language was included under the Employment Opportunity provision acknowledging the Port and the Union commitment to equity, diversity, and inclusion.

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
Retroactive to May 21, 2022, through May 20, 2025.

FINANCIAL IMPLICATIONS

Wages

Classification Current Rate Effective Effective Effective 5/21/24 Effective
5/21/22 Base 5/21/23 Base Annual Salary 5/21/24 Annual
Hourly Rate Hourly Rate Move to Step Salary
(8%) (6%) progression based CPI-U 0-6% (Feb
on tenure 2024) *Estimated
numbers below
based on 4.4%

Airport Duty \$91,594.00 – \$98,921.52 \$104,856.81 Step 1 – \$108,000 Step 1 – \$114,480
Manager 95,729.16 - - Step 2 – \$112,000 Step 2 – \$118,720
\$103,387.49 \$109,590.74 Step 3 – \$116,000 Step 3 – \$122,960

Step 4 – \$120,000 Step 4 – \$127,200

Employees were provided with an eight percent (8%) increase in year one of the agreement; a six percent (6%) increase in year two of the agreement. In year three of the agreement employees move to a step progression system based on tenure in position with Step 1 - \$108,000 annual salary, Step 2 - \$112,000 annual salary, Step 3 – \$116,000 annual salary, and Step 4 – 120,000. Additionally, a cost-of-living increase in year three of the agreement 0-6% based on the Seattle/Tacoma/Bellevue CPI-U (All Urban Consumers) February to February Index.

Other Changes

- Equal Employment Opportunity modified to reflect the Port and Union's commitment to diversity, equity, and inclusion.

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

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ATTACHMENTS TO THIS REQUEST

1. Collective Bargaining Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None.

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