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COMMISSION

AGENDA MEMORANDUM Item No. 8h

ACTION ITEM Date of Meeting August 13, 2024

DATE: August 13, 2024

TO: Stephen P. Metruck, Executive Director

FROM: Matthew Bullock, Labor Relations Manager

SUBJECT: New collective bargaining agreement between the Port of Seattle and the Seattle Building Trades Council on behalf of affiliated local unions that include, Painters District Council 5, Sign Painters Local 1094, Laborers Local 242, Operating Engineers Local 302, Sheet Metal Workers Local 66, Sprinkler Fitters Local 699, Plumbers Local 32, and Iron Workers Local 86.

Total Port Cost Increase for the Duration of the Agreement: \$4,656,094

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a collective bargaining agreement between the Port of Seattle and the Seattle Building Trades Council at the Port of Seattle covering the period from January 1, 2024, through December 31, 2028.

EXECUTIVE SUMMARY

Good faith bargaining between the Seattle Building Trades Council on behalf of affiliated local unions that include, Painters District Council 5, Sign Painters Local 1094, Laborers Local 242, Operating Engineers Local 302, Sheet Metal Workers Local 66, Sprinkler Fitters Local 699, Plumbers Local 32, and Iron Workers Local 86 and the Port of Seattle resulted in a fair Maintenance Agreement Addendum (MAA) consistent with Port's priorities.

The MAA is a unique agreement between the Port of Seattle and the Council entered into on behalf of affiliated local unions that include, Painters District Council 5, Sign Painters Local 1094, Laborers Local 242, Operating Engineers Local 302, Sheet Metal Workers Local 66, Sprinkler Fitters Local 699, and Plumbers Local 32. There are currently 174 construction trades members employed at the Port of Seattle who are seven trades groups that work in Aviation and Marine Maintenance. Each separate union is party to its own master labor agreement that is negotiated by construction industry employer associations such as the Associated General Contractors. Under this, over 50-year-old agreement, Port of Seattle regular employees are compensated 88% of their construction industry negotiated wage rate plus industry health and pension benefits, and received paid leave benefits as negotiated under the Addendum. Emergency hire employees under the Addendum receive 100% of their industry negotiated wage rate plus industry health and pension benefits provided by the Port, with limited exception.

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This agreement is for five years covering the period from January 1, 2024, through December 31, 2028. The estimated total additional cost for wages and benefit increases is \$4,656,094. The estimated additional cost per year of the contract is: year one, \$1,602,273; year two, \$2,354,710, year three \$3,099,101, year four \$3,866,002 and year five \$4,656,094.

Other changes consist of the addition of the Juneteenth holiday; equal pay and longevity provisions; and global positioning system programs to improve vehicle management and increase safety.

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

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 – January 1, 2024, through December 31, 2028.

FINANCIAL IMPLICATIONS

Wages

Adjustments to wages shall be according to each affiliate's construction industry agreement.

Health and Welfare

Adjustments to health and pension shall be according to each affiliate's construction industry

agreement.

Other Changes

- Incorporated Juneteenth holiday.
- Addition of equal pay and longevity provisions.
- Memorialized commuting benefits, ORCA card and ferry reimbursements programs
- Added language adding GPS programs, Aviation Surface Area Management System and Telematics program
- Increased footwear stipend.

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Cost Impact \$ Year 1 Year 2 Year 3 Year 4 Year 5

Benefits \$263,409 \$215,350 \$189,743 \$195,614 \$201,666

Total New \$1,602,273 \$752,436 \$744,391 \$766,901 \$790,092

Money

Total \$1,602,273 \$2,354,710 \$3,099,101 \$3,866,002 \$4,656,094

Cumulative

Cost

The estimated total additional cost to the Port of Seattle for the duration of the contract is \$4,656,094.

ATTACHMENTS TO THIS REQUEST

(1) Collective Bargaining Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None.

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