



**COMMISSION
AGENDA MEMORANDUM**

Item No. 6b

ACTION ITEM

Date of Meeting March 27, 2018

DATE: March 19, 2018

TO: Stephen P. Metruck, Executive Director

FROM: David Freiboth, Senior Director of Labor Relations
Matthew Bullock, Labor Relations Manager

SUBJECT: New collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 46, representing Electricians.

Total Port Cost Increase for the Duration of the Agreement: \$846,597

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a new collective bargaining agreement between the Port of Seattle and the International Brotherhood of Electrical Workers, Local 46, representing 72 Electricians assigned to the Port of Seattle Aviation Maintenance and Maritime Maintenance divisions, covering the period from June 1, 2017, through May 31, 2019.

EXECUTIVE SUMMARY

Good faith bargaining between the International Brotherhood of Electrical Workers, Local 46, and the Port of Seattle resulted in a fair collective bargaining agreement (CBA) consistent with the Port's priorities. This agreement is for two years covering the period from June 1, 2017, through May 31, 2019. The estimated total additional cost for wages and benefit increases is \$846,597. The estimated additional cost per year of the contract is: year one, \$271,166; and year two, \$575,431.

The cost is based upon a COLA Seattle/Tacoma/Bremerton CPI-U (0-6%) increase in wages in year one, and an increase of 3.0% in year two of the agreement. The pension contribution increases 10% in year one and 2% in year two and the annuity contribution is converted from a fixed dollar amount to a percent of wage. The increase to retirement contributions are offset by a 4.4% decrease in the Port's portion of the health insurance premium in year one of the agreement and a 47% decrease to Electrician Training Fund¹.

The sick leave provision of the agreement was modified to comply with new Washington State sick leave law effective January 1, 2018.

¹ The current funding rate resulted in a training fund surplus.

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JUSTIFICATION

The Aviation Maintenance Electricians are assigned to maintain airfield lighting systems, power distribution system and facility lighting and power systems, HVAC, passenger load bridges, and the Satellite Transit System. Marine Maintenance electricians maintain dock power equipment, facility lighting and power systems, fire alarm systems, and HVAC power systems on waterfront properties.

Chapter 41.56 RCW 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 June 1, 2017, through May 31, 2019.

FINANCIAL IMPLICATIONS

Wages

Classification	Service Time	Effective 6/1/17 COLA Seattle/Tacoma/Bremerton CPI-U (0-6%) (+3.7%)	Effective 6/1/18 Base Hourly Rate (+3.0%)
Journeyman Wireman	Entry	\$47.07	\$48.48

Other Changes

- Modified non-discrimination provision to current Port standard.
- Removed Variable Annuity provision which longer existed as a Union Trust Fund election.
- Modified posting for vacant positions provision to include union seniority in Foreman and General Foreman internal selection processes.
- Removed eligibility to participate in the employee paid Port voluntary Long Term Care Insurance provision.
- Incorporated the Port’s Paid Parental Leave Policy into the agreement.

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- Modified Paid Time Off Cash Out provision to current Port standard.
- Incorporated the May 12, 2017, Scheduled Overtime Distribution Process memorandum of understanding into agreement.
- Increased footwear stipend from \$100 to \$150.
- Incorporated new Project Support Electrician classification into agreement.

Cost Impact \$	Year 1	Year 2
Pay	\$269,582	\$226,667
Benefits	\$ 1,584	\$77,598
Total	\$271,166	\$304,265

The estimated total additional cost to the Port of Seattle for the duration of the contract is \$575,431.

ATTACHMENTS TO THIS REQUEST

1. Collective Bargaining Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None.