



**COMMISSION  
AGENDA MEMORANDUM**

**Item No.** 6c

**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 Utility Workers.

**Total Port Cost Increase for the Duration of the Agreement:** \$48,411

**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 seven Utility Workers assigned to the Port of Seattle Aviation Maintenance and Maritime Maintenance divisions, covering the period from June 1, 2017, through May 31, 2020.

**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 three years covering the period from June 1, 2017, through May 31, 2020. The estimated total additional cost for wages and benefit increases is \$48,411. The estimated additional cost per year of the contract is: year one, \$4,553; year two, \$16,022; and year three, \$27,836.

The cost is based upon a June 1, 2017, COLA Seattle/Tacoma/Bremerton CPI-U increase in wages in year one, an increase of 3.0% in year two, and an estimated cost of living (COLA) in year three of the agreement. The increases to retirement contributions are offset by a decrease in the Port's portion of the health insurance premium in years one and two of the agreement.

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

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**JUSTIFICATION**

The seven Utility Workers in the bargaining unit are responsible for ensuring the myriad light fixtures at the Aviation and Maritime divisional properties are equipped with functioning bulbs, ballasts, etc.

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, 2020.

**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%)	Effective 6/1/19 Base Hourly Rate CPI Estimate
Utility Worker	Entry	\$24.99	53.1% of the Port Journeyman Wireman hourly wage rate	53.1% of the Port Journeyman Wireman hourly wage rate

**Other Changes**

- Modified non-discrimination provision to current Port standard.
- Modified classifications to include General Foreman and Utility Assistant to Wireman General Foreman.
- Incorporated phone consultation pay provision.
- Removed Variable Annuity provision which longer existed as a Union Trust Fund election.
- Modified Paid Time Off Cash Out provision to current Port standard.
- Increased footwear stipend from \$100 to \$150.

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<b>Cost Impact \$</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>
<b>Pay</b>	\$11,565	\$9,724	\$10,016
<b>Benefits</b>	-\$ 7,012	\$1,745	\$1,798
<b>Total</b>	\$4,553	\$11,470	\$11,814

The estimated total additional cost to the Port of Seattle for the duration of the contract is \$48,411.

**ATTACHMENTS TO THIS REQUEST**

1. Collective Bargaining Agreement

**PREVIOUS COMMISSION ACTIONS OR BRIEFINGS**

None.