



**COMMISSION
AGENDA MEMORANDUM**

Item No. 6a

ACTION ITEM

Date of Meeting March 26, 2019

DATE: March 19, 2019

TO: Stephen P. Metruck, Executive Director

FROM: David Freiboth, Senior Director of Labor Relations
Milton Ellis, Labor Relations Manager

SUBJECT: New collective bargaining agreement between the Port of Seattle and the International Brotherhood of Teamsters, Local 117, representing Police/Fire Communication Specialists.

Total Port Cost Increase for the Duration of the Agreement: \$285,617

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 Teamsters, Local 117, representing Police/Fire Communication Specialists at the Port of Seattle covering the period from January 1, 2018, through December 31, 2020.

EXECUTIVE SUMMARY

Good faith bargaining between the International Brotherhood of Teamsters, Local 117, representing Police/Fire Communication Specialists and the Port of Seattle resulted in a fair collective bargaining agreement (CBA) consistent with Port's priorities.

There are currently sixteen (16) Police/Fire Communication Specialists employed at the Port of Seattle who are assigned to the 911 emergency call center at the Port of Seattle Police Department. Police/Fire Communication Specialists respond to and dispatch emergency calls in the 911 emergency call center of the Port Police Department.

This agreement is for three years covering the period from January 1, 2018, through December 31, 2020. The estimated total additional cost for wages and benefit increases is \$285,035. The estimated additional cost per year of the contract is: year one, \$39,709; year two, \$92,838, and year three 152,488.

The cost is based upon a cost of living increase of 3.0% in wages in year one of the agreement; a cost of living increase of 3.1% in year two of the agreement; and an estimated cost of living increase of 2.5%, plus an additional 1.0% in year three of the agreement. The cost also consists of a health insurance increase of 3.79% in year two of the agreement and an estimated 3.79% increase in health insurance in year three of the agreement.

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Other changes consist of deleting language in the Union Security Clause regarding mandatory Union membership in compliance with Federal law; increase employee contribution for medical insurance; increase in the Port contribution of the Pacific Coast Supplemental Pension of five cents (\$0.05¢) per compensated hour; the addition of an intermediate vacation accrual level for employees with 16 years of service; modification of the sick leave and the Family Medical Leave provision to comply with state law; and the Union participation in the employee orientation program in accordance with state law.

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 January 1, 2018, through December 31, 2020.

FINANCIAL IMPLICATIONS

Wages

Classification	Current Rate	Effective 1/1/18 Base Hourly Rate (+3.0% COLA)	Effective 1/1/19 Base Hourly Rate (+3.1% COLA)	Effective 1/1/19 Base Hourly Rate (+2.5% Estimated COLA) + 1.0%
Communication Specialists	\$25.31	\$27.81	\$28.67	\$29.68

Wage

Employees were provided with a cost of living increase for each year of the three year agreement based on the Seattle/Tacoma/Bellevue CPI-U (All Urban Consumers) October to October Index which represented 3.0% for October 2017-October 2018 (effective January 1, 2018); 3.1% for October 2018-October2019 (effective January 1, 2019); and an estimated 2.5% COLA for October 2019-October 2020 (effective January 1, 2020). Employees also will receive an additional one percent (1.0%) above COLA in year three of the agreement.

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Health and Welfare

Members of the bargaining group are currently enrolled in Teamsters Medical Plan A where they are contributing seventy-five dollars (\$75) per month toward the cost of their medical insurance. The contract provides for an increase in the amount of premium share paid by employees of twenty-five dollars (\$25) in year two of the agreement and an additional twenty-five dollars (\$25) in year three of the agreement. Total employee medical contribution will therefore consist of a total of one-hundred dollars (\$100) per month in year two of the agreement and one hundred twenty-five dollars (\$125) a month in year three of the agreement.

Pension

Members of the bargaining group are enrolled in the Pacific Coast Supplemental Pension Plan where the Port currently contributed an amount of \$1.35 per compensated hour. This amount will increase by five-cents (\$0.05¢) in year three of the agreement for a total Port contribution of one dollar and forty cents (\$1.40) per compensated hour.

New Employee Orientation

The Union will now have up to thirty (30) minutes to meet with new employees during the new employee orientation in accordance with state law.

Other Changes

- An additional intermediate vacation accrual level of 168 hours was added for employees with 16 years of service to align with other represented groups in the Port Police Department.
- The sick leave provision was modified to conform to the new Washington State sick leave law.
- The Family Medical Leave provision was modified to conform with the Washington Paid Family and Medical Leave Act.
- The Union Security Provision language regarding mandatory union membership was deleted to comply with Federal law.

Cost Impact \$	Year 1	Year 2	Year
Pay	\$35,194	\$37,274	\$43,389
Benefits	\$ 4,515	\$15,856	\$ 16,261
Total New Money	\$39,709	\$53,129	\$59,649
Total Cumulative Cost	\$39,709	\$92,838	\$152,488

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The estimated total additional cost to the Port of Seattle for the duration of the contract is \$285,035.

ATTACHMENTS TO THIS REQUEST

1. Collective Bargaining Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None