



**COMMISSION
AGENDA MEMORANDUM**

Item No. 6b

ACTION ITEM

Date of Meeting April 23, 2019

DATE: April 18, 2019

TO: Stephen P. Metruck, Executive Director

FROM: Greg Gauthier, Labor Relations Manager
Mikel O'Brien, Sr. Labor Relations Manager
David Freiboth, Sr. Director, Labor Relations

SUBJECT: New collective bargaining agreement between the Port of Seattle and the Pacific Northwest Regional Council of Carpenters, representing Carpenters at the Port of Seattle.

Additional cost over term: \$819,541

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a new collective bargaining agreement (CBA) between the Port of Seattle and the Pacific Northwest Regional Council of Carpenters, Local 30, representing Carpenters in both the Marine Maintenance and Aviation Maintenance Departments, covering the period from January 1, 2019, through December 31, 2021.

EXECUTIVE SUMMARY

Good faith bargaining between the Port of Seattle and the Pacific Northwest Regional Council of Carpenters, Local 30, resulted in a fair collective bargaining agreement consistent with the Port's priorities.

The bargaining unit consists of 28 employees in both the Aviation Maintenance and Marine Maintenance Departments. Bargaining unit positions include regular full-time Carpenters, Millwrights, and Piledrivers. Employees in this bargaining unit perform work at the Port that is consistent with maintenance and construction duties traditionally associated with their respective craft(s) in the region.

The agreement is for three years covering the period from January 1, 2019, through December 31, 2021. The estimated total cumulative additional cost for wages, pension, healthcare, and other benefits is \$819,541. The estimated cumulative additional cost per year of the contract is Year 1, \$139,681; Year 2, \$282,930; and Year 3, \$396,930.

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The costs are based upon 4.4% average annual wage increases for years one and two, an estimated 3% wage increase in year 3, and 2.8% average annual increases to the healthcare, pension, and apprenticeship hourly contribution rates; as defined by the Area Master Labor Agreement¹.

Other changes include the introduction of a grievance procedure; alignment with both the Washington Paid Sick Leave Law and Paid Family Medical Leave; the deletion of language in the Union Security Clause regarding mandatory Union membership in compliance with Federal law; and the incorporation of a Management Rights provision.

JUSTIFICATION

RCW Chapter 41.56 requires the Port of Seattle to collectively bargain wages, hours and working conditions with the exclusive bargaining representative designated by the employees.

SCOPE OF THE AGREEMENT

Term of the Agreement

January 1, 2019, through December 31, 2021.

FINANCIAL IMPLICATIONS**Wages**

Wages paid at eighty-eight percent (88%) of the Master Labor Agreement between the Pacific Northwest Regional Council of Carpenters and the Associated General Contractors of Washington.

Classifications	June 1, 2019	June 1, 2020	June 1, 2021
Carpenter	\$40.41	\$42.17	\$43.43
Millwright	\$41.73	\$43.49	\$44.79
Piledrivers	\$40.63	\$42.36	\$43.66

¹ Wage, pension, healthcare, and apprenticeship rates are based upon Area Master Agreement rates negotiated between the Pacific Northwest Regional Council of Carpenters, and the Associated General Contractors of Washington.

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Paid Leave

Extended Illness, currently accrued at .02308 per straight time hour paid, will now be called “Sick Leave” and will be accrued at a rate of .025 per compensable hour.

Medical, Pension, Apprenticeship

Rates based upon the Master Labor Agreement between the Pacific Northwest Regional Council of Carpenters and the Associated General Contractors of Washington.

	June 1, 2019	June 1, 2020	June 1, 2021²
Health and Security	\$8.06	\$8.16	\$8.38
Pension	\$7.59	\$7.95	\$8.17
Apprenticeship	\$0.87	\$0.91	\$0.94

Other Changes

- Grievance Procedure
- Increased safety shoe premium from \$100 to \$150
- Alignment with the Janus Decision regarding Union Security
- Alignment with the Washington Paid Sick Leave Law
- Alignment with the Washington Paid Family Leave Law with an administrative waiver
- Overpayment collection process
- Incorporated key components of the Letter of 1965 with Building Trades into the CBA

ATTACHMENTS TO THIS REQUEST

- (1) Collective Bargaining Agreement between the Port of Seattle and the Pacific Northwest Regional Council of Carpenters representing Carpenters at the Port of Seattle (red lined).
- (2) Collective Bargaining Agreement between the Port of Seattle and the Pacific Northwest Regional Council of Carpenters representing Carpenters at the Port of Seattle (union signed).

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

April 12, 2016—Commission authorization of previous Collective Bargaining Agreement

² Estimated 2.8% increase