



**COMMISSION  
AGENDA MEMORANDUM**

**Item No.** 6c

**ACTION ITEM**

**Date of Meeting** September 24, 2019

**DATE:** September 17, 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 Teamsters Local 117 representing Employee Parking Bus Drivers and Parking Service Revenue Representatives

**Additional cost over term:** \$1,115,870

**ACTION REQUESTED**

Request Commission authorization for the Executive Director to execute a new collective bargaining agreement (CBA) between the Port of Seattle and Teamsters Local 117 representing Employee Parking Bus Drivers and Parking Service Revenue Representatives (PSRR) in our Aviation Landside Operations Department, covering the period from June 1, 2018, through May 31, 2022.

**EXECUTIVE SUMMARY**

Good faith bargaining between the Port of Seattle and Teamsters Local 117 resulted in a fair collective bargaining agreement consistent with the Port's priorities.

The bargaining unit consists of 24 Employee Parking Bus Drivers and 22 Parking Service Revenue Representatives. Employee Parking Bus Drivers transport airport employees, who choose to utilize the service, between the North Employee Parking Lot and the terminal. Parking Service Revenue Representatives staff cashiering booths located at the exit of the Sea-Tac Airport parking garage and, in addition, provide some customer service and inventory functions within the parking garage.

The agreement is for four years covering the period from June 1, 2018, through May 31, 2022. The estimated total cumulative additional cost for wages, pension, healthcare, and other benefits is \$1,115,870.

The costs are based upon 3.03% average annual wage increases for each year of the CBA, 3.5% annual estimated increases to healthcare premiums, and an increase to the employer's contribution to the Teamsters Pacific Coast Benefit Trust.

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Other changes include alignment with both the Washington Paid Sick Leave Law and Paid Family Medical Leave; the incorporation of the Port’s Paid Parental Leave into the CBA<sup>1</sup>; expanded non-discrimination language; the deletion of language regarding mandatory Union membership in compliance with Federal law; an increased employee monthly health insurance premium share<sup>2</sup>; and language regarding the use of vehicle tracking in Port vehicles.

The estimated cumulative additional cost per year of the contract is Year 1, \$102,818; Year 2, \$234,857; Year 3, \$353,591; and Year 4, \$424,604.

**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  
June 1, 2018, through May 31, 2022.

**FINANCIAL IMPLICATIONS**

**Wages**

<b>EP Bus Drivers</b>	<b>June 1, 2018</b>	<b>June 1, 2019</b>	<b>June 1, 2020</b>	<b>June 1, 2021</b>
	<b>3%</b>	<b>3.1%<sup>3</sup></b>	<b>3%</b> (Estimated Increase) <sup>4</sup>	<b>3%</b> (Estimated Increase) <sup>5</sup>
Entry	\$20.30	\$20.93	\$21.56	\$22.20
After 6 Months	\$20.63	\$21.27	\$21.91	\$22.57
After 1 Year	\$21.47	\$22.14	\$22.80	\$23.48
After 2 Years	\$22.30	\$22.99	\$23.68	\$24.39
After 3 Years	\$23.13	\$23.84	\$24.56	\$25.29
After 4 Years	\$23.95	\$24.70	\$25.44	\$26.20
After 5 Years	\$24.78	\$25.55	\$26.32	\$27.11
After 6 Years	\$25.61	\$26.40	\$27.20	\$28.01
After 7 Years	\$26.44	\$27.26	\$28.07	\$28.92

<sup>1</sup> Benefit adopted and passed by the Commission in 2015 that provides up to four weeks of paid time off for Port employees for the birth, placement for adoption, or foster care placement of a child.

<sup>2</sup> Currently employee’s monthly premium share for healthcare is \$75 and increases to \$100 on June 1, 2020

<sup>3</sup> October through October CPI-U Seattle/Tacoma/Bellevue

<sup>4</sup> CPI-U (0% to 6%); if less than 3% but greater than 0%, the Port shall make up the difference via a lump sum payment.

<sup>5</sup> CPI-U (0% to 6%); if less than 3% but greater than 0%, the Port shall make up the difference via a lump sum payment.



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**Other Changes**

- 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
- Incorporated the Port’s Paid Parental Leave into the CBA
- Expanded non-discrimination language
- Included language regarding the use of vehicle tracking in Port vehicles

**ATTACHMENTS TO THIS REQUEST**

- (1) Collective Bargaining Agreement between the Port of Seattle and Teamsters Local 117 representing Employee Parking Bus Drivers and Parking Service Revenue Representatives (red lined).
- (2) Collective Bargaining Agreement between the Port of Seattle and Teamsters Local 117 representing Employee Parking Bus Drivers and Parking Service Revenue Representatives (union signed).

**PREVIOUS COMMISSION ACTIONS OR BRIEFINGS**

July 25, 2017—Commission authorization of previous Collective Bargaining Agreement