



**COMMISSION
AGENDA MEMORANDUM**

Item No. 6g

ACTION ITEM

Date of Meeting October 22, 2019

DATE: October 4, 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, Teamsters, representing Police Specialists.

Total Port Cost Increase for the Duration of the Agreement: \$131,339

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 Specialists at the Police Department covering the period from July 1, 2018, through June 30, 2021.

EXECUTIVE SUMMARY

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

There are currently eight (8) Police Specialists employed at the Port of Seattle who are assigned to the Port of Seattle Police Department. Police Specialists provide administrative support to the Port of Seattle Police Department consisting of reception, payroll, fleet management, records management, crime statistics, customer service, administrative work for detectives, and training support.

This agreement is for three years covering the period from July 1, 2018, through June 30, 2021. The estimated total cumulative cost for wages and benefit increases is \$131,339. The estimated cumulative cost per year of the contract is: year one, \$21,124 year two, \$45,346; and year three, \$64,869.

The cost is based upon a 3.5% increase in year one of the agreement; a 2.4% cost of living increase in year two of the agreement, plus an additional 1.0% above the cost of living increase; and a 3.0% increase in year three of the agreement.

Meeting Date: October 22, 2019

The cost also consists of a 3.49% increase in health insurance in year one of the agreement and an estimated 3.18% increase in health insurance in years two and three of the agreement.

Other changes consist of modifying the Union Security provisions of the agreement to comply with state law.

In addition, employees will be enrolled in the Teamsters Retiree Welfare Plus XL plan effective in year two of the agreement. The Port is currently paying \$47.43 per month toward the Teamsters Retiree Welfare Plus plan and will contribute an additional \$2.58 per employee toward the monthly premium cost of this new Teamsters Retiree Plus XL plan for the term of the agreement. Employees will also pay an additional \$50 per month in employee premium share for medical insurance for a total of \$125 per month effective year three of the agreement.

The Port’s contribution to the Teamsters Pacific Coast Benefit Trust supplemental pension plan will increase from \$1.35 per compensated hour per employee to \$1.40 per compensated hour per employee in year three of the agreement (July 1, 2020).

Changes were also made to the sick leave and the Washington State family medical leave provision to comply with state law. The Equal Employment Opportunity provision was modified to comply with state and federal law. Paid parental leave as provided in Port Policy was incorporated in the agreement. Commuter benefits relating to the ORCA Card program and ferry reimbursement pursuant to Port policy were also incorporated into the agreement.

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 July 1, 2018, through June 30, 2021.

FINANCIAL IMPLICATIONS

Wages

Classification	Current Rate	Effective 7/1/18 Base Hourly Rate (+3.5% COLA)	Effective 7/1/19 Base Hourly Rate (+2.4% CPI-U + 1.0%)	Effective 7/1/20 Base Hourly Rate (+3.0% COLA)

Meeting Date: October 22, 2019

Police Specialists	\$22.94	\$23.74	\$24.55	\$25.29
--------------------	---------	---------	---------	---------

Employees were provided with a 3.5% increase in year one of the agreement; a 2.4% cost of living increase in year two of the agreement based on the Seattle/Tacoma/Bellevue CPI-U (All Urban Consumers) April 2018 to April 2019 Index (effective June 1, 2019), plus an additional 1.0% above the cost of living increase; and a 3.0% increase in year three of the agreement.

Health and Welfare

Members of the bargaining group are currently enrolled in Teamsters Medical Plan A where they are contributing \$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 \$50 in year three of the agreement. Total employee medical contribution will therefore increase to \$125 per month in year three of the agreement.

Eligible employees will also be enrolled in the Teamsters Retiree Welfare Plus XL plan effective January 1, 2020, with the Port paying an additional \$2.58 per month per employee for the term of the agreement.

Pacific Coast Benefit Trust

The Port’s contribution to the Teamsters Pacific Coast Benefit Trust supplemental pension plan will increase from \$1.35 per compensated hour per employee to \$1.40 per compensated hour per employee in year three of the agreement (July 1, 2020).

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

- Union Security provisions modified to comply with state law;
- Paid parental leave Memorandum of Understanding was incorporated into the agreement
- Commuter benefits relating to the ORCA Card program and ferry reimbursement pursuant to Port policy were incorporated into the agreement.
- 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.

Meeting Date: October 22, 2019

- The Union Security Provision language regarding mandatory union membership was deleted to comply with Federal law.

Cost Impact \$	Year 1	Year 2	Year 3
Pay	\$18,552	\$19,201	\$17,034
Benefits	\$2,573	\$5,021	\$2,489
Total New Money	\$21,124	\$24,222	\$19,523
Total Cumulative Cost	\$21,124	\$45,346	\$64,869

The estimated total cumulative cost to the Port of Seattle for the duration of the contract is \$131,339.

ATTACHMENTS TO THIS REQUEST

1. Collective Bargaining Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

June 13, 2017