



**COMMISSION
AGENDA MEMORANDUM**

Item No. 6f

ACTION ITEM

Date of Meeting November 12, 2019

DATE: November 5, 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 Sergeants.

Total Port Cost Increase for the Duration of the Agreement: \$531,238

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 Sergeants at the Police Department for the Port of Seattle covering the period from January 1, 2019, through December 31, 2021.

EXECUTIVE SUMMARY

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

There are currently eighteen (18) Police Sergeants employed at the Port of Seattle who are assigned to the Port of Seattle Police Department. Police Sergeants are part of the Port of Seattle Police Department and supervise the day to day activities of Port of Seattle Police Officers.

This agreement is for three years covering the period from January 1, 2019, through December 31, 2021. The estimated total additional cost for wages and benefit increases is.

The estimated cumulative cost per year of the contract is: year one, \$84,311 year two, \$179,582; and year three, \$267,345.

The cost is based upon a cost of living (COLA) increase of 3.1% in wages in year one of the agreement and an estimated 2.5% cost of living increase in wages in years two and three of the agreement. The cost is also based upon a 1.0% increase above the cost of living increase in years two and three of the agreement.

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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; the creation of a mandatory overtime provision; establishing procedures around the use of Global Positioning Systems in Port of Seattle Police Department Vehicles and Portable radios; modifying the Holiday cash out provision to comply with Department of Retirement Services(DRS) requirements thereby allowing employees to receive retirement credit from DRS.

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 Retire Plus XL plan for the term of the agreement. Employees will also pay an additional \$50 per month in employee premium share for a total of \$125 per month effective year three of the agreement. The differential premium for the Civil Disturbance Unit was increased from 2.0% to 4.0%. In addition, a Crisis/Hostage Negotiator differential premium was added at 3.0%.

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 Memorandum of Understanding was incorporated in the contract. Commuter benefits relating to the ORCA Card program and ferry reimbursement pursuant to Port policy were also incorporated into the agreement.

agreement; a seniority provision that provides for a one year probationary period and an opportunity for a Traffic Support Specialists to return to the bargaining unit at management's discretion if the employee leaves the unit for another position at the Port, but is not successful at the new position; a work schedule that provides a five day/eight hour or four day/ten hour work week; paid time off with an accrual allocation comparable to non-represented Port employees; the ability to cash out holidays on the basis of ten (10) recognized Port holidays; tuition reimbursement; the ability to participate in the Port of Seattle Deferred Compensation Plan and Flexible Spending Account program; paid parental leave as provided to other Port employees; a Grievance dispute resolution procedure that culminates in Arbitration; and the creation of a Labor Management Communication Committee to address issues impacting the bargaining unit. An annual job/shift bidding procedure was inserted in the agreement. A Drug testing procedure was 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.

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DETAILS

Term of the Agreement

Retroactive to January 1, 2019, through December 31, 2021.

FINANCIAL IMPLICATIONS

Wages

Classification	Current Rate	Effective 1/1/19 Base Hourly Rate (+3.1% COLA)	Effective 1/1/20 Base Hourly Rate (Est.+2.5% COLA + 1.0%)	Effective 1/1/21 Base Hourly Rate (Est.+2.5% COLA + 1.0%)
Police Sergeants	\$52.06	\$53.68	\$55.82	\$58.06

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 3.1% for October 2017-October 2018 (effective January 1, 2019); estimated 2.5% for October 2018-October2019 (effective January 1, 2020); and an estimated 2.5% COLA for October 2019-October 2020 (effective January 1, 2021). Employees were also provided with an additional 1.0% above the cost of living increase in years two and three of the agreement.

The Civil Disturbance differential premium was increased from 2.0% to 4.0% and a Crisis/Hostage Negotiator premium was added at 3.0%.

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 \$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.

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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.
- Holiday cash out provision was modified to comply with Department of Retirement Service requirements allowing employees to receive retirement credit from DRS;
- A Mandatory Overtime provision was incorporated into the agreement
- Establishing procedures around the use of Global Positioning Systems in Port of Seattle Police Department Vehicles and Portable radios;
- 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.
- 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	\$66,829	\$77,774	\$80,496
Benefits	\$17,482	\$17,497	\$7,267
Total New Money	\$84,311	\$95,271	\$87,763
Total Cumulative Cost	\$84,311	\$179,582	\$267,345

The estimated total cumulative cost to the Port of Seattle for the duration of the contract is \$531,238

ATTACHMENTS TO THIS REQUEST

1. Collective Bargaining Agreement

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PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None