



**COMMISSION  
AGENDA MEMORANDUM**

**Item No.** 6j

**ACTION ITEM**

**Date of Meeting** November 19, 2019

**DATE:** November 13, 2019

**TO:** Stephen P. Metruck, Executive Director

**FROM:** Matthew Bullock, Labor Relations Manager  
David Freiboth, Sr. Director, Labor Relations

**SUBJECT:** New collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 46, representing Electricians.

**Total Port Cost Increase for the Duration of the Agreement:** \$3,173,815

**ACTION REQUESTED**

Request Commission authorization for the Executive Director to execute a new collective bargaining agreement (CBA) between the Port of Seattle and the International Brotherhood of Electrical Workers, Local 46, representing seventy-seven (77) Electricians assigned to the Port of Seattle Aviation Maintenance and Maritime Maintenance divisions, covering the period from June 1, 2019, through May 31, 2023.

**EXECUTIVE SUMMARY**

Good faith bargaining between the International Brotherhood of Electrical Workers, Local 46, and the Port of Seattle resulted in a fair collective bargaining agreement consistent with the Port's priorities. The Aviation Maintenance Electricians are assigned to maintain airfield lighting systems, power distribution system and facility lighting and power systems, HVAC, passenger load bridges, and the Satellite Transit System. Marine Maintenance electricians maintain dock power equipment, facility lighting and power systems, fire alarm systems, and HVAC power systems on waterfront properties.

This agreement is for four years covering the period from June 1, 2019, through May 31, 2023. The estimated total additional cost for wages and benefit increases is \$3,173,815. The estimated additional cost per year of the contract is: year one, \$129,757; and year two, \$425,476; and year three \$449,878; and year four, \$478,605. The cost is based on an annual wage increases of 4.5% in each of the four years. The pension contribution increases in year one, \$0.65 per hour; year two, \$0.45 per hour; year three, \$0.40 per hour; year four, \$0.50 per hour.

Other changes include alignment with both the Washington Paid Sick Leave Law and Paid Family Medical Leave and the deletion of language regarding mandatory Union membership in compliance with Federal law.

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**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.

**DETAILS**

Term of the Agreement

Retroactive to June 1, 2017, through May 31, 2023.

**FINANCIAL IMPLICATIONS**

**Wages**

Classification	Service Time	Effective 6/1/19 Base Hourly Rate (+4.5%)	Effective 6/1/20 Base Hourly Rate (+4.5%)	Effective 6/1/20 Base Hourly Rate (+4.5%)	Effective 6/1/20 Base Hourly Rate (+4.5%)
Journeyman Wireman	Entry	\$50.66	\$52.94	\$55.32	\$57.81

**Other Changes**

- Incorporated new Capital Projects and Fire Safety Electrician classification into agreement.
- Modified posting for vacant positions provision to include union seniority in Foreman and General Foreman internal selection processes.
- Removed maritime cruise operations support language.
- Modified callout, scheduled work overtime, and overtime provisions.
- Incorporated additional personal holiday.
- Modified the June 25, 2018 Scheduled Overtime Distribution Process memorandum of understanding into agreement.
- Increased footwear stipend increase.
- Incorporated new Project Support Electrician classification into agreement.

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<b>Cost Impact \$</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>
<b>Pay</b>	\$110,765	\$300,604	\$314,131	\$328,267
<b>Benefits</b>	\$18,992	\$124,872	\$135,747	\$150,338
<b>Total New Money</b>	\$129,757	\$425,476	\$449,878	\$478,605
<b>Total Cumulative Cost</b>	\$129,757	\$555,233	\$1,005,110	\$1,483,715

The estimated total additional cost to the Port of Seattle for the duration of the contract is \$3,173,815.

**ATTACHMENTS TO THIS REQUEST**

1. Collective Bargaining Agreement between the Port of Seattle and the International Brotherhood of Electrical Workers, Local 46, and the Port of Seattle resulted in a fair agreement consistent with the Port's priorities. This agreement is for four years covering the period from June 1, 2019, through May 31, 2023.

**PREVIOUS COMMISSION ACTIONS OR BRIEFINGS**

None.