



**COMMISSION
AGENDA MEMORANDUM**

Item No. 8i

ACTION ITEM

Date of Meeting March 11, 2025

DATE: March 11, 2025

TO: Stephen P. Metruck, Executive Director

FROM: Greg Gauthier, Labor Relations Manager

SUBJECT: New 5-year Collective Bargaining Agreement Between the Port of Seattle and the International Union of Operating Engineers (IUOE) Local 302, Representing 135 Operating Engineers in our Aviation Maintenance Department

Additional cost over term: \$13,738,669

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a new collective bargaining agreement (CBA) between the IUOE Local 302, representing the Operating Engineers in the Aviation Maintenance Department, covering the period from June 1, 2023, through May 31, 2028.

EXECUTIVE SUMMARY

Good faith bargaining between the Port of Seattle and IUOE Local 302 resulted in reaching a fairly negotiated collective bargaining agreement consistent with the Port's operational priorities.

The bargaining unit consists of 135 employees split, relatively evenly, between Mechanical Utilities and Mechanical Conveyance shops. Mechanical Utilities employees maintain and operate various systems in the airport such as heating, cooling, fire protection, and sanitary sewers. Mechanical Conveyance employees maintain and operate over nine miles of baggage handling systems and the Port's passenger loading bridges to provide support for our airline customers.

The agreement is for five years covering the period from June 1, 2023, through May 31, 2028. The estimated total additional cost for wages, pension, healthcare, and other benefits is \$13,738,669. The estimated additional cost per year of the contract is-- Year 1, \$1,170,181; Year 2, \$2,382,874; Year 3, \$3,554,572; Year 4, \$4,570,603; Year 5, \$5,613,494.

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.

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Details**Term of the Agreement**

Retroactive to June 1, 2023, through May 31, 2028.

FINANCIAL IMPLICATIONS**Healthcare**

Premium Caps

Current \$1610

2023 \$1,520

2024 \$1,569

2025 \$1,663.14

2026 \$1,762.92

2027 \$1,868.70

Wages

Increase to Base Wage Rate as follows:

2023 7%**2024 6%****2025 5%****2026 4%****2027 4%**License/Certification premiums increase from **\$2.00** to **\$2.35** per hour.

Attachment 2

Pension

Remains at 16.5% of gross compensation

Vacation

Additional Accruals as follows:

Full months of continuous service	Previous	New
Hire date through 35 th month	80	90
36 th month through 119 th month	120	130
120 th month through 179 th month	160	170
180 th month +	200	210

Port Vacation Cash Out Language

Meeting Date: March 11, 2025

Other Changes

- Adding additional certifications (e.g. HVAC tech) to meet future demands
- Amend the Day After Thanksgiving Holiday to Native American Heritage Day
- Amending gender specific language (e.g. his/her to they/them; Journeyman to Journey Level)
- Increased annual safety shoe stipend
- Amended to include Juneteenth into the body of the CBA
- Language clarifying no benefits paid on lump sum vacation and/or sick leave cashouts

ATTACHMENTS TO THIS REQUEST

- (1) Collective Bargaining Agreement between the Port of Seattle and the IUOE Local 302 (red lined).
- (2) Exhibit A (Wage Rates)

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

October 8, 2019—Commission authorization of previous Collective Bargaining Agreement