



**COMMISSION  
AGENDA MEMORANDUM**

**Item No.** 8d

**ACTION ITEM**

**Date of Meeting** September 23, 2025

**DATE:** September 2, 2025

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

**FROM:** Greg Gauthier, Labor Relations Manager

**SUBJECT:** Port of Seattle – Teamsters Local 174 Memorandum of Understanding Re: Pension Compliance

**ACTION REQUESTED**

Request Commission authorization for the Executive Director to enter into an MOU with Teamsters Local 174, representing Truck Drivers at Marine Maintenance and Port Construction Services, amending those terms of the Collective Bargaining Agreement (CBA) that were not acceptable to the Western Conference Teamsters Pension Trust.

**EXECUTIVE SUMMARY**

The Port of Seattle and Teamsters Local 174 are parties to a CBA covering eight Truck Drivers working at Marine Maintenance and Port Construction Services, executed on February 20, 2025, and expiring on May 21, 2027. This latest CBA included new language allowing the employees to participate in the Port's Voluntary Vacation Cash Out program based upon the same terms as non-represented employees and employees would also have the same sick leave cash out upon termination after 5 years as non-represented employees.

Subsequent to the execution of the new CBA, the parties were notified by the Western Conference Teamsters Pension Trust that the new language would have to be modified to comport to the requirements of the pension trust. The parties agreed to amend the CBA language to comport to those requirements.

**JUSTIFICATION**

RCW Chapter 41.56 requires the Port of Seattle to collectively bargain wages, hours and conditions of employment with the exclusive bargaining representative designated by the employees.

Meeting Date: September 23, 2025

**DETAILS**

Employees will not be able to participate in the Port's Voluntary Cash Out of Accumulated Vacation program and the sick leave accrual cash out upon termination language required a slight adjustment.

**ATTACHMENTS TO THIS REQUEST**

- (1) Memorandum of Understanding

**PREVIOUS COMMISSION ACTIONS OR BRIEFINGS**

October 22, 2024, Item 8f: New collective bargaining agreement between the Port of Seattle and the Teamsters Local 174 representing Truck Drivers at Marine Maintenance and Port Construction Services (PCS)