COMMISSION
AGENDA MEMORANDUM

ACTION ITEM

Item No. 8c

Date of Meeting October 14, 2025

DATE: September 26, 2025

TO: Stephen P. Metruck, Executive Director

FROM: Milton Ellis, Assistant Director of Labor Relations

SUBJECT: New Collective Bargaining Agreement Between the Port of Seattle and the International Brotherhood of Teamsters, Local 117, Teamsters, Representing Credential Specialists

Total Port Cost Increase for the Duration of the Agreement: $414,811

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 Credential Specialists in Aviation Security covering the period from July 1, 2025, through June 30, 2028.

EXECUTIVE SUMMARY

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

There are currently eleven (11) Credential Specialists and one (1) Receptionist employed at the Port of Seattle who are assigned to the Credential Center in the Port of Seattle Aviation Security Department.

The Credential Specialists are TSA regulated Trusted Agents responsible for validating the identity of companies and their employees with a consistent business need to access the STERILE and Restricted Areas of the airport. The Credential Specialists' primary function is to verify and process applicants for the purposes of issuing a security badge in compliance with CFR 1542.209.

The agreement is for three years, covering the period from July 1, 2025, through June 30, 2028. The estimated total cumulative cost for wages and benefit increases is $414,811. The estimated cumulative cost per year of the contract is: year one (2025-2026) $60,967year two (2026-2027) $137,741 and year 3 (2027-2028) $$414,811.

The cost is based upon a four percent (4.0%) wage increase in year one of the agreement effective July 1, 2025, a four percent (4.0%) wage increase in year two effective July 1, 2026, and a four percent (4.0%) increase in year three effective July 1, 2027.

The cost also consists of an eight percent (8.0%) increase in health insurance in year one of the agreement and an estimated eight percent (8.0%) increase in health insurance in year two and year three of the agreement.

Other additions to the agreement consist of an increase in the number of days to notify the Union of new hires into the bargaining unit from ten to twenty-one days; converting bereavement leave from days to hours; all cash out and lump sum payments pension and benefits contributions shall be addressed in accordance with law; update jury duty provision to allow employees to keep any remuneration from the court; allowing employees to cash out paid time off up to a limit of 480 hours; for holidays, the day after Thanksgiving changed to Native American Heritage Day; discuss the applicability of Long Term Care program to members of the bargaining group if the Port adopts a Long Term Care Program; the Port payroll calendar will be used as an indicator of when an employee become eligible for health insurance; employee medical premium share will increase from one hundred fifty dollars ($150) per month to one hundred sixty dollars ($160) per month effective in the third year agreement, on May 1, 2028.

Other additions to the contract include a provision in the grievance procedure under the Arbitration section that allows the parties to select an Arbitrator from an Agency other than the Federal Mediation Conciliation Service (FMCS) by mutual agreement in those instances where FMCS is unresponsive to an Arbitration request.

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.

DETAILS

Term of the Agreement

Retroactive to July 1, 2025, through June 30, 2028.

FINANCIAL IMPLICATIONS

Wages

Classification	Service Time	Current Rate – An Eight Step, Sixteen Year, Salary Progression	Effective 7/1/25 Base Hourly Rate (4.0%)	Effective 7/1/26 Base Hourly Rate (4.0%)	Effective 7/1/27 Base Hourly Rate (4.0%)
Credential Specialists	**Entry Level**	$31.02	$32.26	$33.55	$34.89
	12 months 24 months 36 months 5 years 8 years 12 years 16 years	$33.56 $36.84 $39.43 $40.56 $41.77 $43.00 $44.28	$34.90 $38.31 $41.01 $42.21 $43.44 $44.72 $46.05	$36.30 $39.84 $42.65 $43.90 $45.18 $46.51 $47.89	$37.75 $41.43 $44.36 $45.66 $46.99 $48.37 $49.81
Credential Center Receptionists	**Entry Level**	$26.93	$28.01	$29.13	$30.30
	12 months 24 months 36 months 5 years 8 years 12 years 16 years	$29.21 $30.63 $32.26 $33.70 $35.36 $38.13 $39.86	$30.38 $31.86 $33.55 $35.05 $36.77 $39.66 $41.45	$31.60 $33.13 $34.89 $36.45 $38.24 $41.25 $43.11	$32.86 34.46 $36.29 $37.91 $39.77 $42.90 $44.83

Employees in the bargaining unit were provided with a four percent (4.0%) increase in wages effective July 1, 2025, in the first year of the agreement. Employees were also provided with a four percent (4.0%) increase effective the second year of the agreement, July 1, 2026, and a four percent (4.0%) increase effective the third year of the agreement, July 1, 2027.

Health and Welfare

Members of the bargaining group are currently enrolled Teamsters Medical Plan A. Employees are currently paying one hundred and fifty ($150) dollars per month for premium share. Effective May 1, 2028, this premium share amount will increase by ten dollars ($10) for a total of one hundred sixty dollars ($160) per month.

Other Changes/Additions include:

- Converting Bereavement Leave to an hourly deduction
- Updating the Jury leave provision to reflect current practice
- For holidays, the day after Thanksgiving changed to Native American Heritage Day.
- Specifying limit of 480 hours of paid time leave cash out

Cost Impact:

Cost Impact $	Year 1	Year 2	Year 3
Pay	$ 19,495	$48,183	$77,324
Benefits	$41,472	$89, 559	$138,778
Total New Money	$60,967	$137,742	$216,102
Total Cumulative Cost	$60,967	$198,709	$414,811

The estimated total cumulative cost to the Port of Seattle for the duration of the contract is $414,811.

ATTACHMENTS TO THIS REQUEST

(1) Collective Bargaining Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None