



**COMMISSION
AGENDA MEMORANDUM**

Item No.

8e

ACTION ITEM

Date of Meeting

December 9, 2025

DATE : November 17, 2025

TO: Stephen P. Metruck, Executive Director

FROM: Janice Zahn, Chief Engineer
Greg Gauthier, Labor Relations Manager

SUBJECT: Project Labor Agreement for FAA-Funded Covered Projects between the Port of Seattle and the Seattle/King County Building and Construction Trades Council (SBT), and Western States Regional Council of Carpenters

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a new project labor agreement (PLA) for FAA-funded projects between the Port of Seattle and the Seattle/King County Building and Construction Trades Council (SBT), and Western States Regional Council of Carpenters, covering the period from August 20, 2025, through December 31, 2028.

EXECUTIVE SUMMARY

Good faith bargaining between the Seattle/King County Building and Construction Trades Council, and Western States Regional Council of Carpenters, and the Port of Seattle resulted in a fair bargaining agreement consistent with the Port's priorities. The FAA has approved the tentative agreement.

The Port of Seattle Commission Policy Directive on Construction Labor Practices for projects located on Port of Seattle Property (Policy Directive), established in October 2016, provides direction for construction labor for projects on Port property. The purposes of the policy directive are to expand access to construction jobs; ensure fair treatment of workers; promote labor harmony and uninterrupted work progress; and improve safety at construction sites. It also chartered the Projects and Procurements Committee to work with staff and stakeholders to develop standard language to be used in project labor agreements (PLAs). During negotiations in 2025, Port staff, Seattle/King County Building and Construction Trades Council, and Western States Regional Council of Carpenters, have agreed on such standard language. The agreed language is to remain in force through December 31, 2028.

The negotiations for the FAA-PLA were brief and resulted in a document consistent with previous Port PLAs for FAA-funded covered projects with minor modification. Minor modifications include updating the name of the negotiating body for the Carpenters union from Northwest

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Construction Alliance II to Western States Regional Council of Carpenters; enhancing small business outreach and participation; updating the list of pre-apprenticeship training programs for preferred entry; removing gender specific language; updating the Substance Abuse appendix to mirror the language in the Safety Management specification; and general revisions to language for clarity. The standard language is consistent with previous Port PLAs for FAA-funded covered projects.

JUSTIFICATION

The policy directive established PLA decision criteria, established procedures for applying labor standards to different categories of construction contracts on Port property, and directed the following:

The Projects and Procurements Committee is hereby chartered to work with staff and stakeholders to develop standard language to be included in Port PLAs unless otherwise authorized by the Commission.

During the period of March - August 2025, Port staff from Labor Relations and Engineering negotiated the PLA language with leaders from SBT, Carpenters, and member unions. Negotiations were simple as the majority of the PLA language was rolled over from the previous agreement.

In general, in return for commitment to no work stoppages or slowdowns, the PLA requires that except for named exceptions, all craft labor will be dispatched from union halls and employers will pay into the benefit funds of the respective trade unions. The PLA document is incorporated into the contract between the Port and the general contractor and by extension to subcontractors. Highlights of the current agreement include:

- Reference to the Construction Labor Practices policy directive.
- Conflicts with Collective Bargaining Agreements (CBAs) have been minimized and the precedence of the CBAs affirmed.
- Unions and contractors commit to outreach to Small Business Enterprises with training and assistance and to facilitate entry into the building and construction trades of military veterans.
- Reduced risk to operations impacts and construction schedule delays caused by potential labor disputes.
- Dispute and grievance resolution procedures remain in place.
- Jurisdictional trade assignment dispute resolution process remains in place.
- Consistent with State law, the apprenticeship utilization goal remains at 15 percent, but the aspirational goals for the share of minority and women apprentices are 21 percent and 12 percent, respectively.
- Subcontractors who are not party to CBAs may request by name the referral of up to 5 “core” workers.

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ATTACHMENTS TO THIS REQUEST

- (1) Proposed PLA Standard Language for FAA-funded covered projects

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None.