



**COMMISSION  
AGENDA MEMORANDUM**

## ACTION ITEM

**Item No.** 8e

**Date of Meeting** January 13, 2026

**DATE:** December 10, 2025

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

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

**SUBJECT:** Memorandum of Understanding (MOU) regarding providing the Port's Employee Assistance Program to Apprentices working on Port Projects under the PLA

## **ACTION REQUESTED**

Request Commission authorization for the Executive Director to enter into an MOU with the Seattle Building and Construction Trades Council and the Western States Regional Council of Carpenters that will make apprentices working on Port projects under a Project Labor Agreement, eligible, to participate in the Port of Seattle's Employee Assistance Program at no cost to the apprentice or their employer.

## EXECUTIVE SUMMARY

In an effort to reduce possible barriers to craft apprentices working on a Port project under a PLA, including, but not limited to, accessing resources relative to childcare, the Port will provide them with the same Port sponsored Employee Assistance Program (EAP) available to Port employees.

## DETAILS

The Estimated Annual Cost is: \$17,169.60<sup>1</sup> (\$1.96 per month per employee).

The Port's Construction Services team will be responsible for sharing this new benefit with the eligible apprentices.

## ATTACHMENTS TO THIS REQUEST

## (1) Memorandum of Understanding

## PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

December 10, 2024, Item 8q: Authorization for the Executive Director to Execute a New Project Labor Agreement between the Port of Seattle and the Seattle County Building Trades Council, and Western States Regional Council of Carpenters

<sup>1</sup> Currently 730 Apprentices \* \$1.96 per month per employee for EAP \* 12 months = \$17,169.60