



**COMMISSION
AGENDA MEMORANDUM**

Item No. 8e

ACTION ITEM

Date of Meeting July 14, 2026

DATE: June 2, 2026

TO: Stephen P. Metruck, Executive Director

FROM: Greg Gauthier, Sr. Labor Relations Manager

SUBJECT: New Collective Bargaining Agreement Between the Port of Seattle and Teamsters Local 117 Representing Parking Services Revenue Representatives

Additional cost over term: \$524,895

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a new collective bargaining agreement (CBA) between the Port of Seattle and Teamsters Local 117 representing Parking Services Revenue Representatives (PSRR) in our Aviation Landside Operations Department, covering the period from June 1, 2026, through May 31, 2029.

EXECUTIVE SUMMARY

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

This bargaining unit consists of 19 Budgeted, FTE, Parking Services Revenue Representatives who provide customer service, cashiering transactions, and inventory control for the Airport's public parking garage.

This new agreement covers a period of three years from June 1, 2026, through May 31, 2029. The estimated total cumulative additional cost for wages, pension, healthcare, and other benefits is \$524,895¹.

The costs are based upon wage rate increases of 4.5% in year 1, and an estimated² 4% in each of years 2 and 3, a 3% estimated increase to healthcare premiums, a modest increase to pension contributions beginning in year 1, and a modest increase to the employees' monthly healthcare premiums³.

¹ Based upon 17 positions

² Years 2 and 3 are each based upon the Seattle/Tacoma/Bellevue CPI-U with a 2% minimum and 4% maximum; Each year employees may receive an additional 1% to their base wage rate, if the Port provides the same for non-represented employees if below twice the Seattle Minimum Wage rate.

³ Currently employees contribute \$140 per month, which will be increased by \$5.00 each year of the agreement

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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.

SCOPE OF THE AGREEMENT

Term of the Agreement
June 1, 2026, through May 31, 2029.

FINANCIAL IMPLICATIONS

Wages

PSRR	June, 2026
	4.5%
Entry	\$26.13
After 1 Year	\$26.51
After 2 Years	\$27.14
After 3 Years	\$28.36
After 4 Years	\$29.56
After 5 Years	\$30.76
After 6 Years	\$31.99
After 7 Years	\$33.17
After 8 Years	\$34.38
After 9 Years	\$35.59
After 10 Years	\$36.78

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Health, Pension, Retirement Medical, PCBT

Health Insurance/Dental/Vision/Timeloss	Teamsters Plan A	Current Monthly Employer Premium \$1937.40 Employee Premium Share <u>\$140.00</u>
Pension	<u>Teamsters Western Conference Pension</u>	Employer Hourly Contribution <u>\$3.01</u> ⁴
Retirement Medical	Teamsters (RWT)	Split Monthly Premium \$94.85
Defined Contribution	Teamsters (PCBT)	Employer Hourly Contribution \$1.35

Cost Impact \$	Term of Agreement 3 Year
Pay	\$423,772
Benefits	\$101,123
Total	\$524,895

The estimated additional cost of this Agreement to the Port of Seattle over the term of the agreement is \$524,895.

ATTACHMENTS TO THIS REQUEST

- (1) Collective Bargaining Agreement between the Port of Seattle and Teamsters Local 117 representing Parking Services Revenue Representatives (red lined).

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

June 13, 2023—Commission authorization of previous Collective Bargaining Agreement covering Parking Services Revenue Representatives.

⁴ Increases to \$3.06 in first year, 2nd year to \$3.11, and 3rd year to \$3.16.