



**COMMISSION
AGENDA MEMORANDUM**

Item No.

8d

ACTION ITEM

Date of Meeting

October 27, 2026

DATE: September 28, 2026

TO: Stephen P. Metruck, Executive Director

FROM: Michael Miskell, Labor Relations Manager
Milton Ellis, Assistant Director of Labor Relations

SUBJECT: New collective bargaining agreement between the Port of Seattle and the International Brotherhood of Electrical Workers Local 46 (IBEW Local 46), representing EL01 Electricians (ELE)

Total Port Cost Increase for the Duration of the Agreement: \$5,309,678

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a new collective bargaining agreement (CBA) between the Port of Seattle and the International Brotherhood of Electrical Workers Local 46, EL01 Electricians (ELE) assigned to the Port of Seattle Aviation Maintenance, Marine Maintenance and Port Construction Services divisions, covering the period from June 1, 2026, through May 31, 2029.

EXECUTIVE SUMMARY

Good faith bargaining between the International Brotherhood of Electrical Workers Local 46 (IBEW Local 46) representing EL01 Electricians (ELE), and the Port of Seattle resulted in a fair collective bargaining agreement consistent with the Port's priorities.

There are currently seventy-eight (78) EL01 Electricians (ELE) at the Port of Seattle who perform electrical maintenance work, as traditionally performed by Port maintenance electricians on Port owned premises, including additions, alterations, repair and renovation as directed or assigned to Port maintenance electricians by the Port. Aviation Maintenance electricians maintain the airfield lighting system, power distribution system and facility lighting and power systems, HVAC, passenger load bridges, STS. Marine Maintenance electricians maintain dock power equipment and facility lighting and power systems, fire alarm systems, and HVAC on waterfront properties.

This agreement is for three years, covering the period from June 1, 2026, through May 31, 2029. The estimated total additional cost for wages and benefit increases is \$5,309,678. The estimated additional cost per year of the contract is: year one, \$994,118; and year two, \$1,759,983; and year three \$2,555,577.

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Other changes include transitioning the probationary period to hours worked instead of a set six (6) month period, clarifying language for probationary employee's access to leave, updated the compensation rate when management transitions employees to a new workweek schedule, adding language clarifying the duration of appointment for temporary supervisors, removing the requirement for employees to supply certain tools, updating the telematics language to remove the reference to a Memorandum of Understanding, and updating the grievance timeline language.

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 June 1, 2026, through May 31, 2029

FINANCIAL IMPLICATIONS**Wages**

Classification	Current Base Rate	Effective 6/1/26 Base Rate	Effective 6/1/27 Base Rate	Effective 6/1/28 Base Rate
EL01 Electrician	\$72.46	\$75.36	\$78.37	\$81.51
Electrical Supervisor	\$79.71	\$82.90	\$86.21	\$89.66
General Electrical Supervisor	\$86.95	\$90.43	\$94.04	\$97.81

A four percent (4%) increase each year of the collective bargaining agreement.

Pension/Retirement

The current Port contribution to the Puget Sound Electrical Workers Pension Trust on behalf of each employee is \$10.16 for each hour compensated. This new agreement will increase the Port's contribution for each hour compensated to \$10.27 in year 1 of the agreement, \$10.39 in year 2 of the agreement, and \$10.52 in year 3 of the agreement.

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Port contribution to the National Electrical Benefit Fund remains at three percent (3%) of gross monthly labor payroll.

Port contribution to the Puget Sound Electrical Workers Annuity/401K remains at four and one-half percent (4.5%) of gross monthly labor payroll.

Healthcare

The current Port contribution to the Puget Sound Electrical Workers Healthcare Trust Fund for each employee constitutes a lump sum amount of \$1,400 per month. Port contribution to the Fund will increase to \$1,745 on June 1, 2026, \$1,800 on June 1, 2027, and \$1,850 on June 1, 2028.

Other Changes

- Transitioned the probationary period from a set six (6) months to one thousand and forty (1040) working hours.
- Clarified when probationary employees have access to leave.
- Updated the compensation rate when management transitions employees to a new workweek schedule
- Added language clarifying the duration of appointment for temporary supervisors.
- Removed the requirement for employees to supply certain tools.
- Updated the telematics language to remove the reference to a Memorandum of Understanding.
- Updated grievance timeline language.

Cost Impact \$	Year 1	Year 2	Year 3
Pay	\$581,482	\$1,184,969	\$1,816,929
Benefits	\$412,637	\$575,014	\$738,647
Total New Money	\$994,118	\$1,759,983	\$2,555,577
Total Cumulative Cost	\$994,118	\$2,754,102	\$5,309,678

The estimated total cumulative cost to the Port of Seattle for the duration of the contract is \$5,309,678.

ATTACHMENTS TO THIS REQUEST

1. Collective Bargaining Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None