COMMISSION
AGENDA MEMORANDUM **Item No.** 8d

ACTION ITEM **Date of Meeting** November 17, 2026

DATE: October 15, 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 Electronic Technicians (ELT).

Total Port Cost Increase for the Duration of the Agreement: $4,162,697

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, Electronic Technicians (ELT) 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 Electronic Technicians (ELT), and the Port of Seattle resulted in a fair collective bargaining agreement consistent with the Port's priorities.

There are currently about sixty (60) Electronic Technicians (ELT) at the Port of Seattle. One group of about twenty (20) Electronic Technicians services the airport's Satellite Transit System, and the other group of about forty (40) Electronic Technicians services a variety of electronic systems and underlying infrastructure.

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 $4,162,697. The estimated additional cost per year of the contract is: year one, $813,450; and year two, $1,452,860; and year three $1,896,387.

Other changes include defining our Supervisor position, clarification on phone and computer consultation overtime, updates to the bereavement leave language, creating a path for probationary employees that successfully complete their probationary training prior to the end

of the probationary training period, to work alone and be paid at the full ET/ACS rate of pay, with management approval, and grievance timeline language updates.

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
Probationary Electronic Technician	$64.67	$67.26	$69.95	$72.75
Automated Control Specialist/Electronic Technician	$71.86	$74.73	$77.72	$80.83
ACS/ET Supervisor	$79.05	$82.21	$85.50	$88.92
General Supervisor	$86.23	$89.68	$93.27	$97.00

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 $8.13 for each hour compensated. This new agreement will increase the Port's contribution for each hour compensated to $8.24 in year 1 of the agreement, $8.36 in year 2 of the agreement, and $8.49 in year 3 of the agreement.

Port contribution to the Pacific Coast Pension Plan remains at fifty cents ($.50) base rate for all hours compensated for each employee.
Port contribution to the Puget Sound Electrical Workers Annuity/401K remains at four and one-half percent (4.5%) of gross monthly wages for each employee.

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

- Further defining our Supervisor position.
- Clarification on phone and computer consultation overtime.
- Updated the bereavement leave language.
- Created a path for probationary employees that successfully complete their probationary training prior to the end of the probationary training period, to work alone and be paid at the full ET/ACS rate of pay, with management approval.
- Updated grievance timeline language.

Cost Impact $	**Year 1**	**Year 2**	**Year 3**
Pay	$478,888	$996,817	$1,342,194
Benefits	$334,563	$456,043	$554,193
Total New Money	$813,450	$1,452,860	$1,896,387
Total Cumulative Cost	$813,450	$2,266,311	$4,162,697

The estimated total cumulative cost to the Port of Seattle for the duration of the contract is $4,162,697.

ATTACHMENTS TO THIS REQUEST

(1) Collective Bargaining Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None