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

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

DATE : October 27, 2026

TO: Stephen P. Metruck, Executive Director

FROM: Janice Zahn PE., CCM, Chief Engineer
Greg Gauthier, Sr. Labor Relations Manager

SUBJECT: **Memorandum of Understanding (MOU) regarding parking and transportation between the project site and off-site parking areas for workers on FAA-Funded Port of Seattle Projects under the PLA**

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a Memorandum of Understanding (MOU) related to the 2025 Project Labor Agreement (PLA) for FAA-Funded Covered Projects between the Port of Seattle and Seattle/King County Building and Construction Trades Council (SBT) and North Coast States Carpenters Union (NCS Carpenters) that will standardize parking and transportation language between all trades and craft workers on all PLA projects.

EXECUTIVE SUMMARY

The purpose of this MOU is to standardize the working conditions provisions between the 2024 PLA and the 2025 PLA for FAA-Funded Covered Projects. In January 2026 the Port, SBT, and NCS Carpenters entered into a 3-year Project Labor Agreement for FAA-Funded Covered Projects to replace the prior expired version. The 2025 PLA for FAA-Funded Covered Projects requires construction contractors to provide parking for all craft workers at no cost to the worker within 3 blocks or 1,500 feet of the project site, but has no language stipulating alternative requirements should it be determined that it is impossible for construction contractors to provide parking within the prescribed distance.

The 2024 PLA includes language stipulating that if parking cannot be provided within the prescribed distance, construction contractors must provide transportation between the parking area and project site. The language requires that workers shall be paid at their straight-time hourly rate for time spent in travel from the project site to the parking area at the end of their shift.

This MOU will allow the Port to standardize parking and transportation requirements between FAA-Funded Covered Projects and Covered Projects with no FAA funding by matching the provisions of the 2025 PLA for FAA-Funded Covered Projects and the 2024 PLA.

JUSTIFICATION

One of the primary goals of the Project Labor Agreement is to standardize working conditions on Port of Seattle capital projects. This MOU provides consistent working conditions for all Port projects covered by a PLA, regardless of funding sources.

Out of the 20 trades signatory to the 2025 PLA for FAA-Funded Covered Projects, eight have Collective Bargaining Agreement (CBA) language regarding transportation to and from off-site parking areas. The transportation language among those trades is not standardized. Non-standardized language will lead to difficulty with enforcement of transportation requirements. Standardizing the language will help streamline the monitoring process and make it more efficient.

DETAILS

Currently, there are two capital projects that will be covered by the 2025 PLA for FAA-Funded Covered Projects: South Concourse Evolution and 2027 Airfield Contract 1. The 2025 PLA for FAA-Funded Covered Projects will also likely apply to any additional capital projects with an estimated construction cost of $5M or more that will advertise for bid through 2028, assuming those projects have federal funding.

FINANCIAL IMPLICATIONS

Execution of the MOU is estimated to save $20M to $25M over the next 5-8 years.

ATTACHMENTS TO THIS REQUEST

(1) Memorandum of Understanding between the Port of Seattle and Seattle/King County Building and Construction Trades Council and North Coast States Carpenters Union
(2) Project Labor Agreement for the 2025-2028 FAA-Funded Covered Projects

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

December 9, 2025, Item 8e – The Commission authorized the Executive Director to Execute a New Project Labor Agreement for FAA-Funded Projects Between the Port of Seattle and the Seattle/King County Building and Construction Trades Council, and Western States Regional Council of Carpenters, Covering the Period from August 20, 2025, through December 31, 2028.