

Item: 6A

Date: 6/25/24

# Terminal Security Officer Collective Bargaining Agreement Approval: 5-Year Port of Tacoma/ILWU Local 22 TSO Labor Agreement

**Michael Dehner**

Senior Manager, Labor and Employee Relations

Port of Tacoma Commission Special Meeting

Date: June 25, 2024



Authorize the Executive Director or his delegate to enter into a five-year collective bargaining agreement (CBA) with the ILWU Local 22 Terminal Security Officers (TSOs) for the period of November 1, 2023 through October 31, 2028.

- The ILWU Local 22 Terminal Security Officers unit consists of 13 Regular Officers, including two Lead Officers, plus five Relief Officers.
- The current CBA originally expired on October 31, 2023 (extended several times during bargaining).
- The parties undertook negotiations for a successor agreement beginning in January 2024.
- The parties reached a tentative agreement, subsequently ratified by the TSOs.

# Non-Economic Changes

- Duration: November 1, 2023 through October 31, 2028
- Clarified Management Rights to determine mandatory training and provides an LRC venue for resolving disputes
- Clarified eligibility for call-back pay
- Clarified probationary provisions
- Incorporated a seniority tie-breaker
- Adopted a new corrective action model focused on problem-solving
- Adopted a new grievance process to streamline dispute resolution

- Created scheduling incentives and improved accountability of Relief Officers
- Added holiday pay for staff who actually work on designated holidays
- Created shift differentials and weekend premiums
- Added overtime eligibility

Annual across-the-board wage increases effective April 1 each year:

- Year 1: 7% (paid retroactively from expiration on 10/31/23)
- Year 2: 6%
- Year 3: 4%
- Year 4: 3%
- Year 5: 3%

# Economic Terms (continued)

PROPOSED COSTS								
	Base Year	Year 1	Year 2	Year 3	Year 4	Year 5	Total for Contract	Compound Annual Growth Rate
Total Wages	\$ 1,037,901	\$ 1,178,282	\$ 1,248,798	\$ 1,298,630	\$ 1,337,499	\$ 1,377,534	\$ 6,440,744	5.8%
Payroll Taxes	91,594	102,630	108,173	112,091	115,146	118,294	\$ 556,334	5.2%
Pension	98,912	112,290	119,010	123,759	127,464	131,279	\$ 613,803	5.8%
Medical	467,819	514,583	566,022	622,604	684,843	753,305	\$ 3,141,358	10.0%
All Other Benefits	24,073	22,700	23,381	24,082	24,804	25,549	\$ 120,515	1.2%
<b>Grand Total</b>	<b>\$ 1,720,300</b>	<b>\$ 1,930,484</b>	<b>\$ 2,065,385</b>	<b>\$ 2,181,167</b>	<b>\$ 2,289,757</b>	<b>\$ 2,405,961</b>	<b>\$ 10,872,753</b>	<b>6.9%</b>
Year over Year Annual Increase		\$ 210,184	\$ 134,901	\$ 115,782	\$ 108,590	\$ 116,204		
Average Annual Contract Cost							\$ 2,174,551	

Authorize the Executive Director or his delegate to enter into a five-year collective bargaining agreement (CBA) with the ILWU Local 22 Terminal Security Officers (TSOs) for the period of November 1, 2023 through October 31, 2028.





# Thank You

## Questions & Discussion



Michael Dehner  
Senior Manager, Labor and Employee Relations  
[mdehner@portoftacoma.com](mailto:mdehner@portoftacoma.com)